

DOT FY 2002 Workforce Demographics



Demographics

October 1, 2001 – September 30, 2002

Table of Contents

Foreword	iv
Introduction and Explanatory Notes	v
Highlights.....	vi
Part I - Key Statistics, Permanent Civilian Workforce	I-1
Operating Administration Summaries, Snapshot 9/30/02.....	I-2
Operating Administration Summaries, Activity During FY 2002	I-3
Key Occupation Summaries, Snapshot 9/30/02	I-4
Key Occupation Summaries, Activity During FY 2002	I-5
Part II - Demographics, Permanent Civilian Workforce	II-1
Occupational Category by Administration	II-2
Employees by Occupational Category FY 1997 and FY 2002	II-3
Age Profile FY 1997 and FY 2002	II-4
Age Profile by Administration, Snapshot 9/30/02	II-5
Federal Service Profile FY 1997 and FY 2002	II-6
Federal Service Profile by Administration, Snapshot 9/30/02	II-7
Average GS or Equivalent Grade by Administration	II-8
Employment by Grade by Administration, Snapshot 9/30/02	II-9
Average Annual Salaries by Administration	II-10
Salary Range.....	II-11
Geographic Distribution of Employment by Administration, Snapshot 9/30/02	II-12
Supervisors and Managers by Administration	II-14
Employment of Veterans by Administration, Snapshot 9/30/02	II-15
Veterans by Administration.....	II-16
Veteran Employment by Grade by Administration, Snapshot 9/30/02	II-17
Veterans by Grade Range	II-18
Veteran Hires by Administration	II-19
Projected Retirement Eligibles by Administration.....	II-20
Projected Retirement Eligibles in Key Occupations	II-21

Part III - Personnel Transactions, Permanent Civilian Workforce	III-1
Hire and Loss Rates	III-2
Hire Rates by Administration	III-3
Hires by Type by Administration	III-4
Loss Rates by Administration	III-5
Losses by Type by Administration	III-6
Retirements by Administration.....	III-7
Permanent Promotions by Administration	III-8
Permanent Promotions for Professional and Administrative Females and Minorities	III-9
Permanent Promotions for Females and Minorities in Key Occupations	III-10
Part IV - Workforce Diversity, Permanent Civilian Workforce.....	IV-1
Females by Administration	IV-2
Females by Grade Range	IV-3
Female Employment by Grade by Administration, Snapshot 9/30/02	IV-4
Female Hires by Administration.....	IV-5
Female Professional and Administrative Hires and Losses	IV-6
Female Hires and Losses in Key Occupations.....	IV-7
Minorities and Females by Administration	IV-8
Minorities by Administration.....	IV-9
Minorities by Minority Group.....	IV-10
Minority Employment by Administration by Minority Group, Snapshot 9/30/02	IV-11
Minorities by Grade Range	IV-12
Minority Employment by Grade by Administration, All Minorities, Snapshot 9/30/02	IV-13
Female Minority Employment by Grade by Administration, All Minorities, Snapot 9/30/02	IV-14
Minority Employment by Grade by Administration, African American, Snapshot 9/30/02	IV-15
Female Minority Employment by Grade by Administration, African American, Snapshot 9/30/02	IV-16
Minority Employment by Grade by Administration, American Indian/Alaskan Native, Snapshot 9/30/02.....	IV-17
Female Minority Employment by Grade by Administration, American Indian/Alaskan Native, Snapshot 9/30/02....	IV-18
Minority Employment by Grade by Administration, Asian/Pacific Islander, Snapshot 9/30/02	IV-19
Female Minority Employment by Grade by Administration, Asian/Pacific Islander, Snapshot 9/30/02	IV-20
Minority Employment by Grade by Administration, Hispanic, Snapshot 9/30/02.....	IV-21
Female Minority Employment by Grade by Administration, Hispanic, Snapshot 9/30/02.....	IV-22

Minority Hires by Administration	IV-23
Minority Hires and Losses	IV-24
Employees with Disabilities by Administration.....	IV-25
Employees with Disabilities by Grade by Administration, Snapshot 9/30/02.....	IV-26
Employees with Disabilities by Grade Range	IV-27
Hires of Employees with Disabilities by Administration	IV-28
Hires and Losses of Employees with Disabilities	IV-29
Part V - Total Workforce Summary	V-1
Total DOT Workforce by Types of Employment FY 1997 and FY 2002.....	V-2
Total Workforce by Administration, Snapshot 9/30/02	V-3
Total Civilian Employment by Employment Group, Snapshot 9/30/02	V-4
Total Civilian Employment by Administration	V-5
Part VI - Military Demographics, United States Coast Guard.....	VI-1

Foreword

Department of Transportation (DOT) Workforce Demographics provides information about the size, geographic distribution and diversity of DOT's workforce to DOT managers and other government and private sector users. The data tables and charts include "snapshots" of our workforce from a variety of perspectives, e.g., females, minorities, veterans, etc., as of the end of the fiscal year. We also provide information about "activity" in hiring, promotions, and losses for the year.

Beginning with the FY 1996 version, we changed the name of the publication from DOT Employment Facts to its current name, DOT Workforce Demographics. To conserve resources, we posted it on our departmental Human Resource Management web site and did not publish the printed booklet for FY 1996. Beginning with the FY 1997 edition, we have printed a limited number of the booklets every year and we are also publishing the information on our HR web site at http://dothr.ost.dot.gov/workforce_information/workforce_information.html.

As we search for further efficiencies in the automation, collection and distribution of demographic information, we hope to find more areas for improvement, e.g., provide interactive methods of delivering the information and more frequent updates. We hope this data will be a valuable reference for all users. Your comments and suggestions are welcome and should be sent to the H.R. Automation and Systems Support Division, M-12, 400 7th Street, S.W., Washington, DC 20590. Or you may call us at (202) 366-9465 or send suggestions via email to jim.woodmansee@ost.dot.gov.

Mari Barr Santangelo

Mari Barr Santangelo
Director, Office of Human Resource Management

Highlights

The department's permanent civilian workforce increased 36.2% (36,564 employees) during FY2002. This increase was driven primarily by the hiring of 31,301 employees for the new Transportation Security Administration (TSA). Figure 1, below, reflects Administrations with net losses (sorted by % of net loss) and Figure 2 shows those with net gains (by % of net gain).

Admin	Net Loss	% of Loss
TASC	-27	-9.6%

Figure 1 - Losses

Admin	Net Gain	% of Gain
TSA	+31301	100%
FMCSA	+211	27.2%
BTS	+20	16.5%
FAA	+4662	8.5%
OST	+36	6.8%
FTA	+30	5.9%
NHTSA	+35	5.3%
SLSDC	+6	4.0%
OIG	+18	3.9%
USCG	+212	3.6%
RSPA	+31	3.3%
STB	+2	1.6%
FHWA	+22	.8%
MARAD	+5	.6%

Figure 2 - Gains

Who did we hire in FY 2002?

- TSA had 30,927 (79.5%) of the department's 38,924 permanent hires of which 9,915 (32.1%) were females and 10,755 (34.8%) were minorities.
- Of the remaining 7,995 hires, FAA accounted for 6,493 (81.2%), of which 764 were females (11.8%) and 1,512 (23.3%) were minorities.

Who did we lose?

- FAA accounted for 1,939 (65.1%) of the department's 2,977 losses. 420 (21.7%) of FAA's losses were female and 340 (17.5%) were minorities.
- Of the remaining 1,038 losses by non-FAA administrations, 412 (39.7%) were females and 312 (30.1%) were minorities.
- 53.1% of DOT's losses and 63.9% of FAA's losses were by retirement.

PART I

Key Statistics Permanent Civilian Workforce

Part I includes summaries of some key demographic statistics about the permanent civilian workforce and the key occupations in DOT.

NOTES

- The tables sub-titled "Snapshot" describe our workforce as of the close-of-business on September 30, 2002, the end of FY 2002.
- The tables sub-titled "Activity" show the number of personnel transactions processed throughout FY 2002 in various categories.
- In the "Activity" tables, the percentage for an Administration in the "Total Hires", "Total Promoted", and "Total Losses" columns is a percentage of the On Board strength for that Administration at the beginning of the fiscal year.
- Also in the "Activity" tables, the percentage for an Administration in the last four columns ("Female Hires," "Minority Hires," "Disabled Hires," and "Veteran Hires") is a percentage of the total hires in FY 2002 for that Administration.

OPERATING ADMINISTRATION SUMMARIES

Permanent Employees

Snapshot - End of Fiscal Year 2002

Operating Admin		On Board End FY 02	Average Age	Average Grade	Average Salary (\$000)	Supv & Manager	Female	Minority	Disabled	Veteran
OST	#	526	48.0	12.7	86.0	79	290	212	34	72
	%	0.5				15.0	55.1	40.3	6.5	13.7
USCG	#	5,960	47.5	10.2	54.2	734	2,287	1,520	427	2,236
	%	5.9				12.3	38.4	25.5	7.2	37.5
FAA ¹	#	54,581	44.7	12.4	81.8	5,817	12,504	10,864	2,282	18,583
	%	54.0				10.7	22.9	19.9	4.2	34.0
FHWA	#	2,885	45.3	11.7	69.2	246	1,016	696	185	361
	%	2.9				8.5	35.2	24.1	6.4	12.5
FMCSA	#	986	44.8	10.3	57.8	83	347	426	69	247
	%	1.0				8.4	35.2	43.2	7.0	25.1
FRA	#	746	50.6	12.1	72.5	66	202	136	66	278
	%	0.7				8.8	27.1	18.2	8.8	37.3
SLSDC	#	151	48.2	10.7	50.1	16	38	6	8	78
	%	0.1				10.6	25.2	4.0	5.3	51.7
FTA	#	512	47.7	12.3	78.6	70	295	275	39	61
	%	0.5				13.7	57.6	53.7	7.6	11.9
NHTSA	#	666	46.8	12.4	77.9	88	308	273	33	72
	%	0.7				13.2	46.2	41.0	5.0	10.8
RSPA	#	931	45.0	12.0	75.3	88	352	209	52	144
	%	0.9				9.5	37.8	22.4	5.6	15.5
OIG	#	465	42.3	12.1	71.8	85	189	145	25	85
	%	0.5				18.3	40.6	31.2	5.4	18.3
MARAD	#	822	50.3	11.6	68.7	114	248	252	43	249
	%	0.8				13.9	30.2	30.7	5.2	30.3
STB	#	129	51.5	12.8	88.1	24	54	33	4	26
	%	0.1				18.6	41.9	25.6	3.1	20.2
BTS	#	121	45.0	12.8	78.4	10	63	40	5	6
	%	0.1				8.3	52.1	33.1	4.1	5.0
TASC	#	254	46.2	11.3	66.8	31	148	134	18	41
	%	0.3				12.2	58.3	52.8	7.1	16.1
TSA ¹	#	31,301	38.3	6.2	31.1	3,960	10,124	10,867	1,822	3,814
	%	31.0				12.7	32.3	34.7	5.8	12.2
DOT	#	101,036	43.0	10.3	63.5	11,511	28,465	26,088	5,112	26,353
	%	100.0				11.4	28.2	25.8	5.1	26.1

¹ The average grade for the FAA and TSA includes approximately 74,000 employees who are under pay banding

OPERATING ADMINISTRATION SUMMARIES

Permanent Employees
Activity - During Fiscal Year 2002

Operating Admin		On Board End FY 01	Total Hires	Total Promoted	Total Losses	On Board End FY 02	Female Hires	Minority Hires	Disabled Hires	Veteran Hires
OST	#	490	54	72	23	526	25	21	3	1
	%	0.8	11.0	14.7	4.7	0.5	46.3	38.9	5.6	1.9
USCG	#	5,748	561	600	374	5,960	201	67	19	213
	%	8.9	9.8	10.4	6.5	5.9	35.8	11.9	3.4	38.0
FAA	#	49,919	6493	4400	1939	54,581	764	1,512	177	1,958
	%	77.4	13.0	8.8	3.9	54.0	11.8	23.3	2.7	30.2
FHWA	#	2,863	222	403	199	2,885	87	57	9	21
	%	4.4	7.8	14.1	7.0	2.9	39.2	25.7	4.1	9.5
FMCSA	#	775	269	209	65	986	60	233	16	62
	%	1.2	34.7	27.0	8.4	1.0	22.3	86.6	5.9	23.0
FRA	#	746	41	63	41	746	15	2	4	9
	%	1.2	5.5	8.4	5.5	0.7	36.6	4.9	9.8	22.0
SLSDC	#	145	2	4	0	151	0	0	1	2
	%	0.2	1.4	2.8	.0	0.1	.0	.0	50.0	100.0
FTA	#	482	48	56	25	512	21	19	1	9
	%	0.7	10.0	11.6	5.2	0.5	43.8	39.6	2.1	18.8
NHTSA	#	631	58	101	32	666	23	21	2	1
	%	1.0	9.2	16.0	5.1	0.7	39.7	36.2	3.4	1.7
RSPA	#	900	103	126	70	931	39	24	6	10
	%	1.4	11.4	14.0	7.8	0.9	37.9	23.3	5.8	9.7
OIG	#	447	63	90	33	465	24	21	5	18
	%	0.7	14.1	20.1	7.4	0.5	38.1	33.3	7.9	28.6
MARAD	#	817	31	61	32	822	12	6	0	8
	%	1.3	3.8	7.5	3.9	0.8	38.7	19.4	.0	25.8
STB	#	127	4	7	5	129	2	0	0	1
	%	0.2	3.1	5.5	3.9	0.1	50.0	.0	.0	25.0
BTS	#	101	26	22	6	121	10	5	1	0
	%	0.2	25.7	21.8	5.9	0.1	38.5	19.2	3.8	.0
TASC	#	281	22	58	20	254	14	11	2	3
	%	0.4	7.8	20.6	7.1	0.3	63.6	50.0	9.1	13.6
TSA	#	0	30927	13	113	31,301	9,915	10,755	1,800	3,632
	%	0.0	.0	.0	.0	31.0	32.1	34.8	5.8	11.7
DOT	#	64,472	38,924	6,285	2,977	101,036	11,212	12,754	2,046	5,948
	%	100.0	60.4	9.7	4.6	100.0	28.8	32.8	5.3	15.3

KEY OCCUPATION SUMMARIES

Permanent Employees
Snapshot - End of Fiscal Year 2002

Key Occupations		On Board End FY 02	Average Age	Average Grade	Average Salary (\$000)	Supv & Manager	Female	Minority	Disabled	Veteran
08xx Engineers	#	6,493	45.5	12.6	78.1	545	731	1,603	342	1,491
	%	6.4				8.4	11.3	24.7	5.3	23.0
1825 Aviation Safety Inspectors	#	3,886	52.2	13.5	82.4	452	280	518	203	2,450
	%	3.8				11.6	7.2	13.3	5.2	63.0
2101 Transportation Specialists	#	7,115	46.7	12.3	73.3	638	850	1,735	381	3,814
	%	7.0				9.0	11.9	24.4	5.4	53.6
2121 Railroad Safety Inspectors	#	408	52.4	12.3	69.3	8	19	39	38	224
	%	0.4				2.0	4.7	9.6	9.3	54.9
2123 Motor Carrier Safety Inspectors	#	527	42.7	9.3	47.0	5	105	281	35	162
	%	0.5				0.9	19.9	53.3	6.6	30.7
2125 Highway Safety Specialists	#	183	48.0	13.1	80.2	16	65	41	13	41
	%	0.2				8.7	35.5	22.4	7.1	22.4
2152 Air Traffic Controllers	#	22,837	43.4	13.2	99.1	3,063	3,467	2,715	489	7,348
	%	22.6				13.4	15.2	11.9	2.1	32.2
0019 Screeners	#	29,862	38.0	5.9	28.8	3,345	9,549	10,574	1,758	3,562
	%	29.6				11.2	32.0	35.4	5.9	11.9
TOTAL DOT	#	101,036	43.0	10.3	63.5	11,511	28,465	26,088	5,112	26,353
	%	100.0				11.4	28.2	25.8	5.1	26.1

Note: Average salary includes locality pay.

KEY OCCUPATION SUMMARIES

Permanent Employees
Activity - During Fiscal Year 2002

Key Occupations		On Board End FY 01	Total Hires¹	Total Promoted	Total Losses¹	On Board End FY 02	Female Hires²	Minority Hires²	Disabled Hires²	Veteran Hires²
08xx Engineers	#	6,331	509	659	303	6,493	71	107	26	70
	%	9.8	8.0	10.4	4.8	6.4	13.9	21.0	5.1	13.8
1825 Aviation Safety Inspectors	#	3,829	201	446	155	3,886	20	12	4	84
	%	5.9	5.2	11.6	4.0	3.8	10.0	6.0	2.0	41.8
2101 Transportation Specialists	#	7,109	198	786	260	7,115	24	42	16	101
	%	11.0	2.8	11.1	3.7	7.0	12.1	21.2	8.1	51.0
2121 Railroad Safety Inspectors	#	410	19	23	22	408	0	0	2	7
	%	0.6	4.6	5.6	5.4	0.4	.0	.0	10.5	36.8
2123 Motor Carrier Safety Inspectors	#	361	229	120	49	527	35	212	13	54
	%	0.6	63.4	33.2	13.6	0.5	15.3	92.6	5.7	23.6
2125 Highway Safety Specialists	#	216	8	28	11	183	3	3	0	0
	%	0.3	3.7	13.0	5.1	0.2	37.5	37.5	.0	.0
2152 Air Traffic Controllers	#	22,922	613	901	690	22,837	99	60	15	232
	%	35.6	2.7	3.9	3.0	22.6	16.2	9.8	2.4	37.8
0019 Screeners	#	0	30,029	0	108	29,862	9,584	10,579	1,767	3,504
	%	0.0	100.0	.0	29.6	31.9	35.2	5.9	11.7	
TOTAL DOT	#	64,472	38,924	6,285	2,977	101,036	11,212	12,754	2,046	5,948
	%	100.0	60.4	9.7	4.6	100.0	28.8	32.8	5.3	15.3

¹ % of Total Hires and % of Total Losses are expressed as a % of the Ending Onboard for previous year, i.e., the change from last year.

² Female, Minority, Disabled, and Veteran Hire percentages are expressed as a % of Total Hires this year.

PART II

Demographics Permanent Civilian Workforce

HIGHLIGHTS

- This section profiles the permanent civilian workforce. The data include distributions by grade, salaries, geographic location, age, and length of service.
- Veterans comprise 26.1% of the permanent DOT workforce; a decrease from 33.2% last year.
- The average age of DOT employees is 43.0; down from 45.6 last year. This decrease is due to hiring approximately 30,000 baggage screeners in the Transportation Security Administration whose average age was 38.0.

NOTES

Disabled veterans are defined as ten-point veterans with either a compensable or non-compensable disability. Compensable veterans include only those ten-point veterans receiving compensation. The percentage for Vietnam Era, Compensable, and Disabled veterans were computed against the total number of employees in each operating administration.

The term "Other," as illustrated on spreadsheets broken down by grade, combines the following pay plan designations:

AD	(Administratively Determined)	SL	(Senior Level)
AL	(Administrative Law Judge)	ST	(Scientific and Professional)
CA	(Contract Appeals Board)	FT	(FAA Senior Professional/Scientific/Technical)
EX	(Executive Level)	FV	(FAA Pay Banding)
FC	(Foreign Compensation)	AT	(FAA Air Traffic Pay Banding)
		SV	(TSA Pay Banding)

- SES on all grade charts includes pay plans ES, EV, SW, FB, FJ, and FX
- GS on all grade charts includes pay plans GS, GM, FG, and FM

OCCUPATIONAL CATEGORY BY ADMINISTRATION

Permanent Employees

Snapshot - End of Fiscal Year 2002

Category	OST	USCG	FAA	FHWA	FMCS	A	FRA	SLSDC	FTA	NHTSA	RSPA	OIG	MARA	D	STB	BTS	TASC	TSA	DOT
Professional	#	96	1,023	4,403	1,368	32	83	12	140	225	398	147	140	50	41	29	164	8,351	
	%	18.3	17.2	8.1	47.4	3.2	11.1	7.9	27.3	33.8	42.7	31.6	17.0	38.8	33.9	11.4		8.3	
Administrative	#	357	1,775	45,659	923	849	595	34	320	335	363	285	363	69	62	172	1,125	53,286	
	%	67.9	29.8	83.7	32.0	86.1	79.8	22.5	62.5	50.3	39.0	61.3	44.2	53.5	51.2	67.7	3.6	52.7	
Technical	#	37	1,106	2,970	445	77	37	14	26	68	41	4	58	3	13	27	29,879	34,805	
	%	7.0	18.6	5.4	15.4	7.8	5.0	9.3	5.1	10.2	4.4	0.9	7.1	2.3	10.7	10.6	95.5	34.4	
Clerical	#	34	354	1,160	80	26	15	5	24	36	40	16	57	5	1	15	70	1,938	
	%	6.5	5.9	2.1	2.8	2.6	2.0	3.3	4.7	5.4	4.3	3.4	6.9	3.9	0.8	5.9	0.2	1.9	
Other	#	1	339	68	64	2	16	1	2	1	83	13	6	2	4	3	63	668	
	%	0.2	5.7	0.1	2.2	0.2	2.1	0.7	0.4	0.2	8.9	2.8	0.7	1.6	3.3	1.2	0.2	0.7	
Wage Grade	#	1	1,363	321	5	0	0	85	0	1	6	0	198	0	0	8	0	1,988	
	%	0.2	22.9	0.6	0.2	0.0	0.0	56.3	0.0	0.2	0.6	0.0	24.1	0.0	0.0	3.1	0.0	2.0	
Total	#	526	5,960	54,581	2,885	986	746	151	512	666	931	465	822	129	121	254	31,301	101,036	
Permanents	%	0.5	5.9	54.0	2.9	1.0	0.7	0.1	0.5	0.7	0.9	0.5	0.8	0.1	0.1	0.3	31.0	100.0	

The definitions listed below, as determined by the U.S. Office of Personnel Management, describe how positions are classified in each occupational category.

PROFESSIONAL: Work that requires knowledge in a field of science or learning characteristically acquired through education or training equivalent to a bachelors' or higher degree in a specialized subject. Examples include Civil, Electrical or Electronics Engineers; Auditor, Accountant and Attorney.

ADMINISTRATIVE: Work involving the exercise of analytical ability, judgment and knowledge applicable to one or more fields of administration or management. Skills are typically gained through college level general education or through progressively responsible experience. Examples include Air Traffic Controller; Aviation, Railroad, Motor Carrier and Highway Safety Inspector; Computer Specialist; Administrative Officer and Budget Analyst.

TECHNICAL: Work associated with and supportive of a professional or administrative field. Work is non-routine and involves extensive practical knowledge gained through on-the-job experience and/or training less than represented by college graduation. Examples include Electronics Technician; Air Traffic Assistant; Engineering Technician, Computer Operator, and baggage screener.

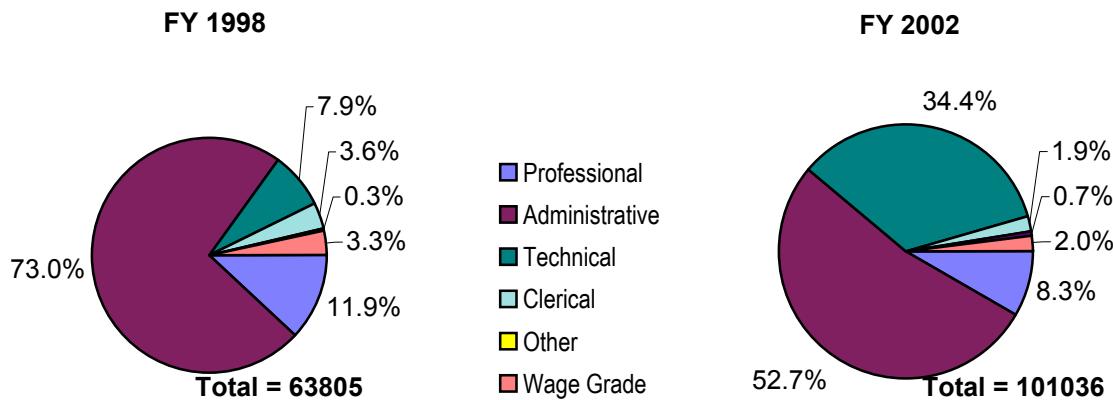
CLERICAL: Work in support of office, business or fiscal operations which is performed in accordance with established policies, procedures or techniques. Examples include Secretary, Clerk-Typist and Payroll Clerk.

OTHER: Work that cannot be directly related to the above categories.

Employees by Occupational Category

As a Percent of Permanent Employees

FY 98 and FY 02



	98	99	00	01	02
Professional and Administrative	54154	53752	53694	55397	61637
Professional and Administrative as % Total	84.9%	85.2%	85.8%	85.9%	61.0%

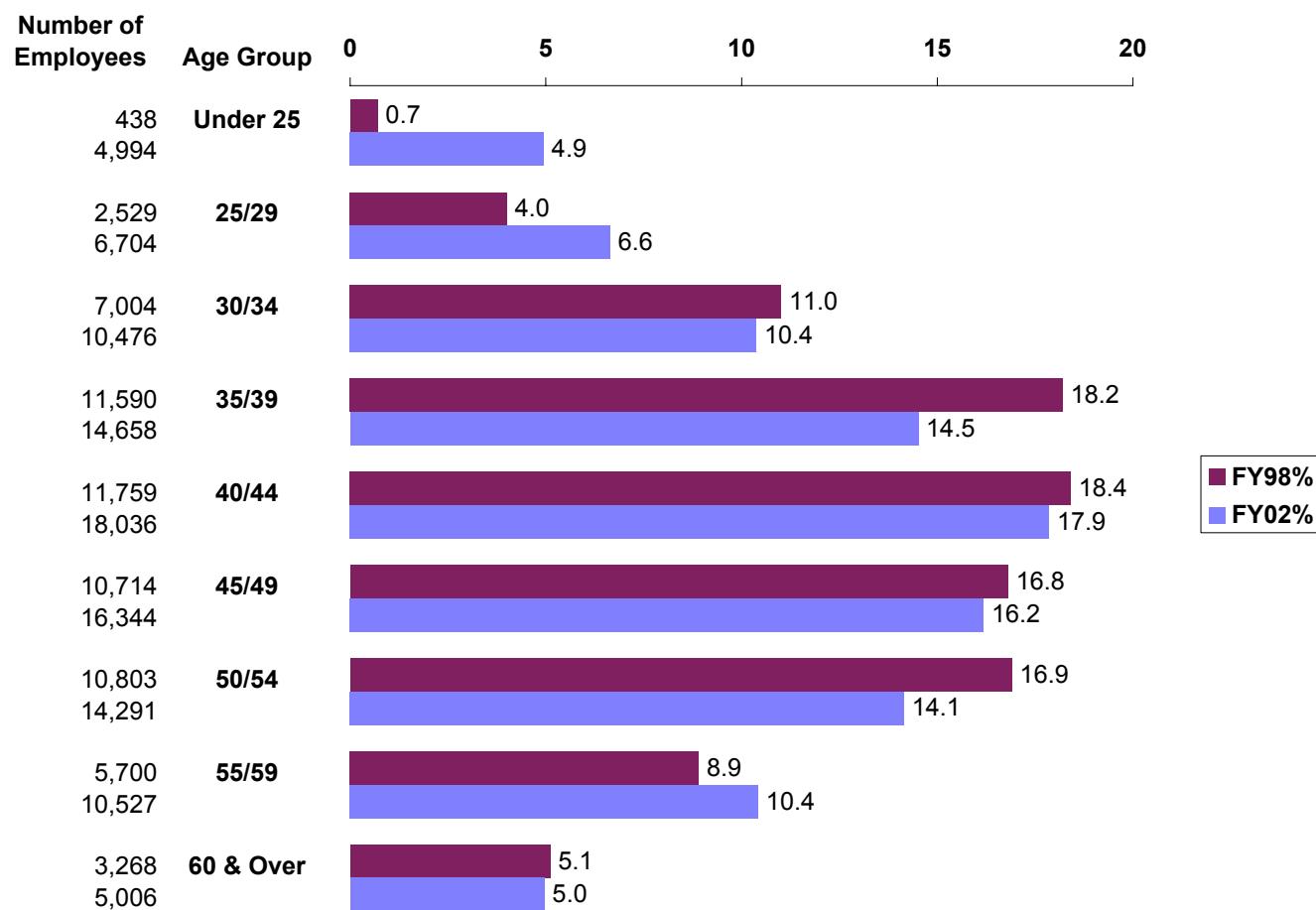
Note: Of 30,927 hires in TSA in FY 2002, 30,029 were baggage screeners in the Technical category

Age Profile

As a Percent of Permanent Employees

End FY 98 and FY 02

DOT Average Age	
FY 02	43.0
FY 01	45.6
FY 00	45.2
FY 99	44.7
FY 98	44.2



AGE PROFILE BY ADMINISTRATION

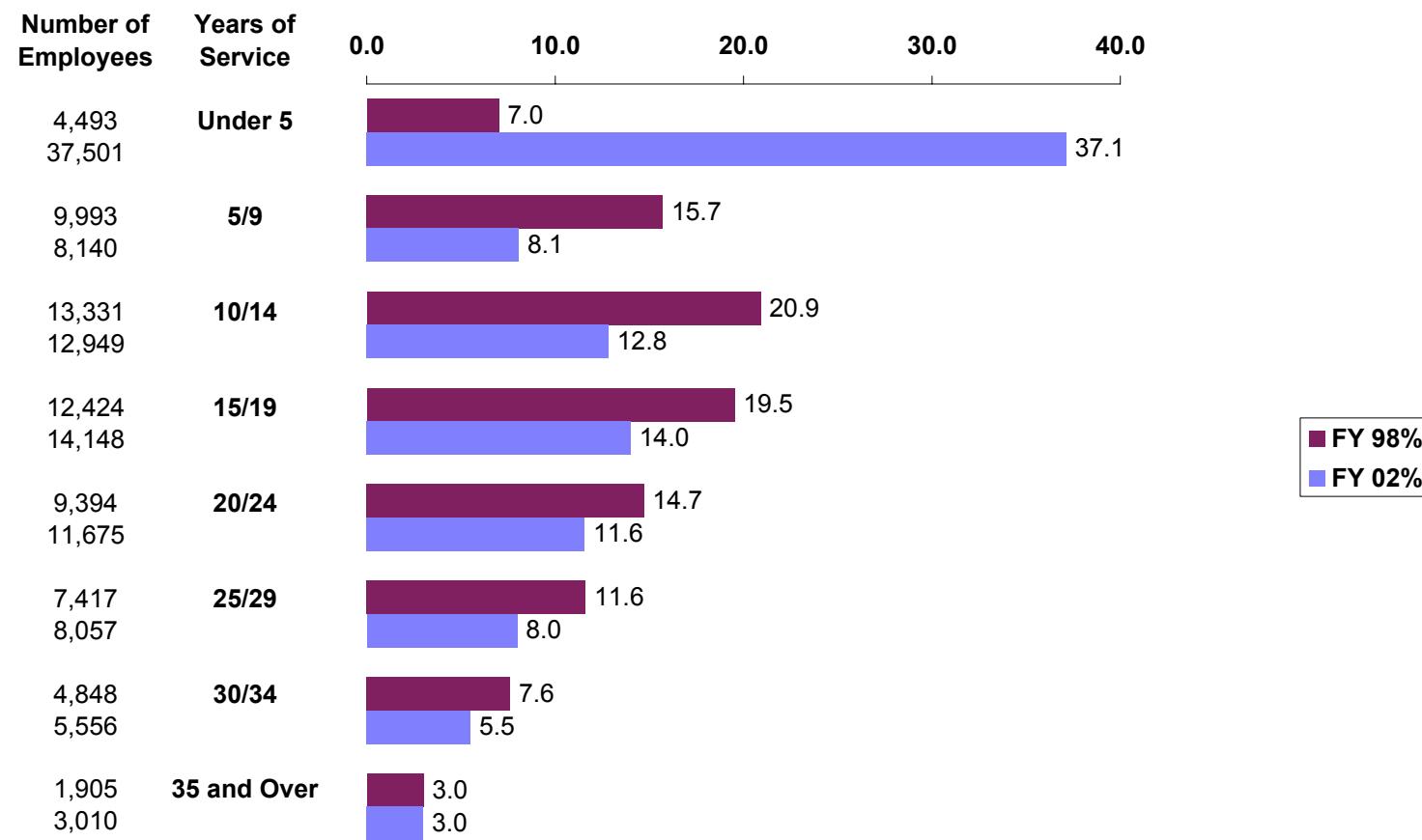
Permanent Employees
Snapshot - End of Fiscal Year 2002

Operating Admin		Under 25 Yrs Old	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60 & Over	Total	Avg Age
OST	#	2	11	47	49	53	94	135	93	42	526	48.0
	%	0.4	2.1	8.9	9.3	10.1	17.9	25.7	17.7	8.0		
USCG	#	53	123	338	592	996	1,195	1,347	850	466	5,960	47.5
	%	0.9	2.1	5.7	9.9	16.7	20.1	22.6	14.3	7.8		
FAA	#	533	2,218	5,090	8,640	11,123	9,810	8,014	6,106	3,047	54,581	44.7
	%	1.0	4.1	9.3	15.8	20.4	18.0	14.7	11.2	5.6		
FHWA	#	59	127	286	418	399	489	527	402	178	2,885	45.3
	%	2.0	4.4	9.9	14.5	13.8	16.9	18.3	13.9	6.2		
FMCSA	#	6	50	98	176	148	145	184	129	50	986	44.8
	%	0.6	5.1	9.9	17.8	15.0	14.7	18.7	13.1	5.1		
FRA	#	3	10	29	49	62	121	205	185	82	746	50.6
	%	0.4	1.3	3.9	6.6	8.3	16.2	27.5	24.8	11.0		
SLSDC	#	0	4	9	13	18	33	41	22	11	151	48.2
	%	0.0	2.6	6.0	8.6	11.9	21.9	27.2	14.6	7.3		
FTA	#	4	12	41	58	60	84	117	94	42	512	47.7
	%	0.8	2.3	8.0	11.3	11.7	16.4	22.9	18.4	8.2		
NHTSA	#	9	29	62	71	99	98	126	112	60	666	46.8
	%	1.4	4.4	9.3	10.7	14.9	14.7	18.9	16.8	9.0		
RSPA	#	64	46	71	116	139	120	158	117	100	931	45.0
	%	6.9	4.9	7.6	12.5	14.9	12.9	17.0	12.6	10.7		
OIG	#	13	33	76	67	63	90	70	41	12	465	42.3
	%	2.8	7.1	16.3	14.4	13.5	19.4	15.1	8.8	2.6		
MARAD	#	2	9	29	63	110	151	199	137	122	822	50.3
	%	0.2	1.1	3.5	7.7	13.4	18.4	24.2	16.7	14.8		
STB	#	0	5	4	6	7	10	45	41	11	129	51.5
	%	0.0	3.9	3.1	4.7	5.4	7.8	34.9	31.8	8.5		
BTS	#	1	5	15	17	20	23	20	11	9	121	45.0
	%	0.8	4.1	12.4	14.0	16.5	19.0	16.5	9.1	7.4		
TASC	#	1	8	21	38	30	56	45	43	12	254	46.2
	%	0.4	3.1	8.3	15.0	11.8	22.0	17.7	16.9	4.7		
TSA	#	4,244	4,014	4,260	4,285	4,709	3,825	3,058	2,144	762	31,301	38.3
	%	13.6	12.8	13.6	13.7	15.0	12.2	9.8	6.8	2.4		
DOT	#	4,994	6,704	10,476	14,658	18,036	16,344	14,291	10,527	5,006	101,036	43.0
	%	4.9	6.6	10.4	14.5	17.9	16.2	14.1	10.4	5.0		

Federal Service Profile

As a Percent of Permanent Employees
End FY 98 and FY 02

DOT Average Years Federal Service	
FY 02	12.2
FY 01	17.8
FY 00	17.8
FY 99	17.4
FY 98	16.9



FEDERAL SERVICE PROFILE BY ADMINISTRATION

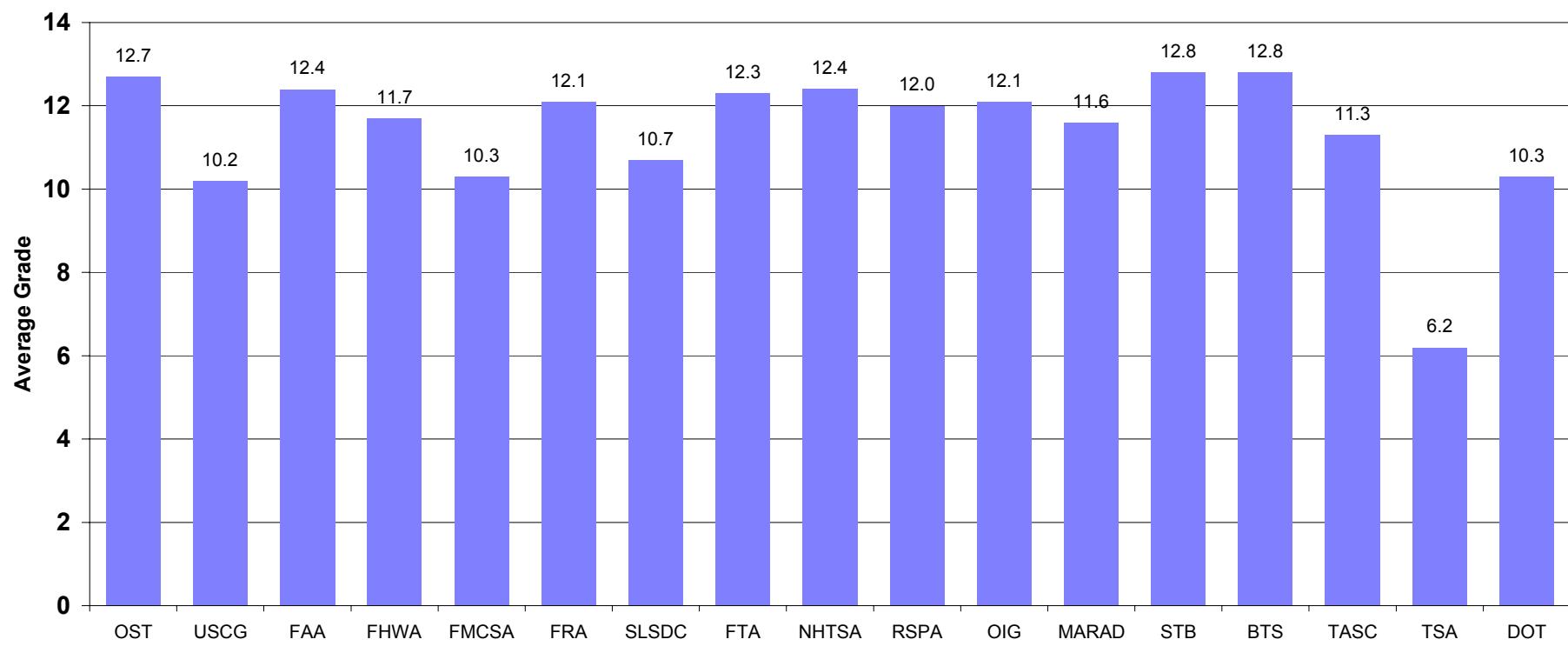
Permanent Employees
Snapshot - End of Fiscal Year 2002

Operating Admin		Under 5 Yrs	5-9	10-14	15-19	20-24	25-29	30-34	35 & Over	Total	Avg Years
OST	#	59	36	64	58	81	108	81	39	526	20.7
	%	11.2	6.8	12.2	11.0	15.4	20.5	15.4	7.4		
USCG	#	960	517	1,092	1,138	916	692	449	196	5,960	16.4
	%	16.1	8.7	18.3	19.1	15.4	11.6	7.5	3.3		
FAA	#	6,357	5,178	9,673	11,360	9,443	6,044	4,166	2,360	54,581	17.3
	%	11.6	9.5	17.7	20.8	17.3	11.1	7.6	4.3		
FHWA	#	516	307	507	435	325	349	292	154	2,885	16.7
	%	17.9	10.6	17.6	15.1	11.3	12.1	10.1	5.3		
FMCSA	#	270	97	206	160	84	94	50	25	986	13.1
	%	27.4	9.8	20.9	16.2	8.5	9.5	5.1	2.5		
FRA	#	123	104	135	110	106	101	47	20	746	15.7
	%	16.5	13.9	18.1	14.7	14.2	13.5	6.3	2.7		
SLSDC	#	12	17	21	28	35	21	13	4	151	18.5
	%	7.9	11.3	13.9	18.5	23.2	13.9	8.6	2.6		
FTA	#	71	36	71	57	74	90	79	34	512	19.5
	%	13.9	7.0	13.9	11.1	14.5	17.6	15.4	6.6		
NHTSA	#	137	49	97	97	71	95	86	34	666	17.2
	%	20.6	7.4	14.6	14.6	10.7	14.3	12.9	5.1		
RSPA	#	241	95	159	128	99	100	72	37	931	14.6
	%	25.9	10.2	17.1	13.7	10.6	10.7	7.7	4.0		
OIG	#	80	72	96	83	55	42	28	9	465	14.6
	%	17.2	15.5	20.6	17.8	11.8	9.0	6.0	1.9		
MARAD	#	65	60	129	175	122	142	75	54	822	19.4
	%	7.9	7.3	15.7	21.3	14.8	17.3	9.1	6.6		
STB	#	18	7	3	10	12	31	35	13	129	23.2
	%	14.0	5.4	2.3	7.8	9.3	24.0	27.1	10.1		
BTS	#	33	21	16	17	16	7	8	3	121	13.0
	%	27.3	17.4	13.2	14.0	13.2	5.8	6.6	2.5		
TASC	#	37	20	40	43	30	30	35	19	254	18.5
	%	14.6	7.9	15.7	16.9	11.8	11.8	13.8	7.5		
TSA	#	28,522	1,524	640	249	206	111	40	9	31,301	1.3
	%	91.1	4.9	2.0	0.8	0.7	0.4	0.1	0.0		
DOT	#	37,501	8,140	12,949	14,148	11,675	8,057	5,556	3,010	101,036	12.2
	%	37.1	8.1	12.8	14.0	11.6	8.0	5.5	3.0		

Average GS or Equivalent Grade by Administration

Permanent Employees

End FY 02



Average Grade:

FY 01	12.6	10.2	12.0	11.5	11.0	12.1	10.9	12.3	12.3	12.0	12.1	11.6	12.7	12.6	11.4	11.7
FY 00	12.5	10.1	12.1	11.5	11.4	12.0	10.8	12.2	12.3	12.0	12.0	11.5	12.7	12.5	11.5	11.7
FY 99	12.6	10.1	12.0	11.4		12.0	10.5	12.2	12.4	12.0	11.9	11.6	12.8	12.4	11.3	11.7
FY 98	12.4	10.1	12.4	11.4		12.0	10.5	12.1	12.4	12.1	11.7	11.6	12.7	12.6	11.4	12.2

NOTE: Excludes Wage Grade

EMPLOYMENT BY GRADE BY ADMINISTRATION

Permanent Employees

Snapshot - End of Fiscal Year 2002

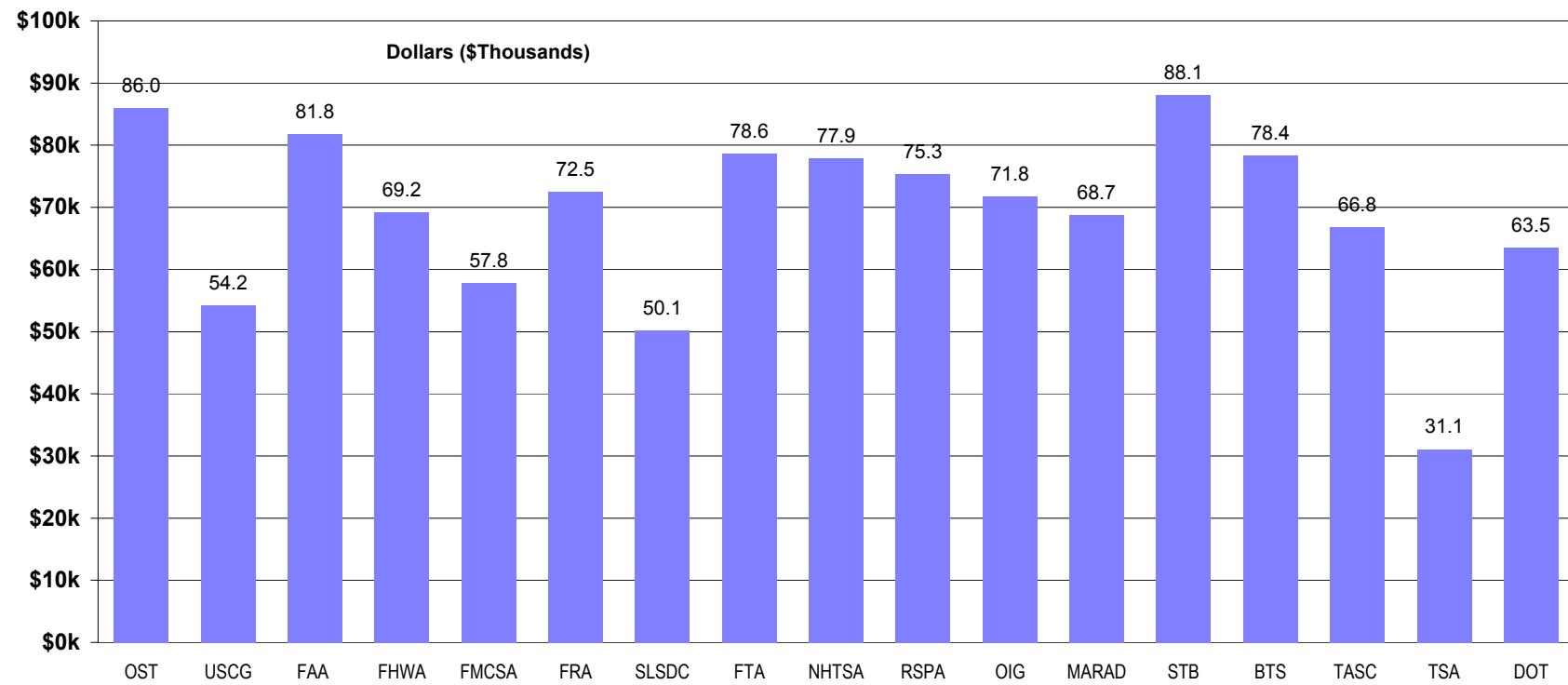
	OST	USCG	FAA	FHWA	FMCSA	FRA	SLSDC	FTA	NHTSA	RSPA	OIG	MARAD	STB	BTS	TASC	TSA	TOTAL
GS-01	0	2	0	0	0	0	0	0	0	1	0	0	0	0	0	0	3
GS-02	0	0	9	0	0	0	1	0	0	1	0	0	0	0	0	0	11
GS-03	0	3	48	2	0	0	0	0	0	13	0	1	0	0	1	0	68
GS-04	1	45	25	32	6	2	1	3	2	22	1	12	2	0	5	0	159
GS-05	2	208	595	58	106	13	3	7	3	14	3	16	3	0	11	23694	24736
GS-06	5	362	327	92	17	17	3	5	6	17	4	31	0	0	5	0	891
GS-07	12	591	1495	173	158	10	6	21	33	57	21	30	1	3	11	27	2649
GS-08	18	183	395	52	11	10	3	15	31	7	6	13	1	8	11	0	764
GS-09	40	400	1251	146	78	20	1	33	36	34	33	33	9	5	21	2898	5038
GS-10	12	25	5214	3	0	5	0	2	4	3	4	3	0	0	0	3379	8654
GS-11	21	577	1470	218	67	17	14	20	51	37	37	44	9	6	35	0	2623
GS-12	43	959	12346	649	262	339	11	57	48	127	99	48	14	13	32	349	15396
GS-13	74	750	9298	823	114	141	10	169	159	259	141	154	19	25	38	250	12424
GS-14	124	325	17621	378	113	99	6	101	177	235	66	115	29	32	47	385	19853
GS-15	125	120	3966	207	42	60	5	63	91	83	39	63	35	26	25	272	5222
SES	43	11	184	47	11	13	2	15	24	15	10	15	6	2	4	47	449
WAGE GI	1	1363	322	5	0	0	85	0	1	6	0	198	0	0	8	0	1989
OTHER	5	36	15	0	1	0	0	1	0	0	1	46	1	1	0	0	107
TOTAL	526	5960	54581	2885	986	746	151	512	666	931	465	822	129	121	254	31301	101036
Avg Gr	12.7	10.2	12.4	11.7	10.3	12.1	10.7	12.3	12.4	12.0	12.1	11.6	12.8	12.8	11.3	6.2	10.3

NOTE: FAA's and TSA's employees in Pay Banding pay plans are "crosswalked" to equivalent grades on this chart.

Average Annual Salaries by Administration

Permanent Employees

End FY 02



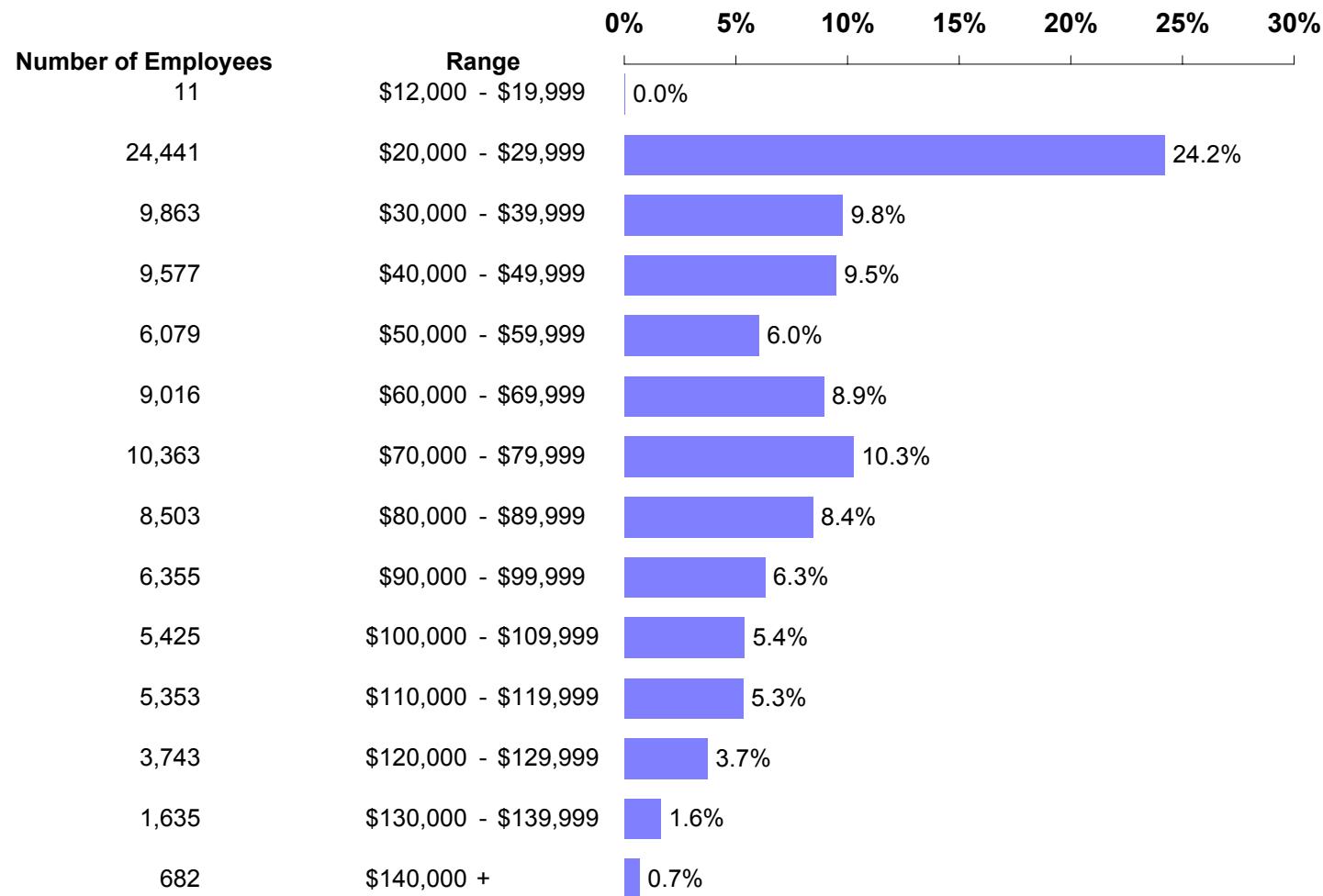
Average Salary:

FY 01	82.0	51.4	80.0	65.3	59.5	68.7	49.9	75.1	74.3	72.4	67.8	65.1	83.2	73.8	63.7	0.0	75.9
FY 00	78.7	49.1	75.7	63.0	59.8	66.1	48.3	71.6	72.6	69.1	65.1	62.9	80.8	71.7	62.1		72.0
FY 99	75.8	46.5	68.8	59.2		62.5	45.1	67.6	69.9	66.7	61.1	58.6	77.4	70.1	58.5		66.0
FY 98	71.8	44.6	62.5	56.8		59.8	43.5	63.9	67.0	64.1	58.5	56.0	75.0	69.1	56.6		60.6

Note: Includes locality pay.

Salary Range

As a Percent of Permanent Employees
End FY 02



Note: Salaries include locality pay

Geographic Distribution of Employment by Administration

Permanent Employees

Snapshot - End of Fiscal Year 2002

	OST	USCG	FAA	FHWA	FMCSA	FRA	SLSDC	FTA	NHTSA	RSPA	OIG	MARAD	STB	BTS	TASC	TSA	TOTAL
Alabama	0	51	318	24	9	7	0	0	0	0	0	0	0	0	0	245	654
Alaska	0	205	1,462	12	2	0	0	0	0	2	0	0	0	1	0	215	1,899
Arizona	0	0	526	23	39	1	0	0	0	0	0	0	0	0	0	659	1,248
Arkansas	0	0	229	19	10	6	0	0	0	0	0	0	0	0	0	63	327
California	4	426	4,688	93	88	42	0	25	8	7	36	92	0	0	0	709	6,218
Colorado	0	0	1,238	271	12	10	0	11	10	13	0	0	0	0	0	653	2,218
Connecticut	0	214	241	21	5	1	0	0	0	0	0	0	0	0	0	385	867
Delaware	0	0	19	12	4	1	0	0	0	0	0	0	0	0	0	0	36
District of Columbia*	500	960	3,616	704	218	266	10	316	550	206	236	332	129	120	253	547	8,963
Florida	0	229	3,187	42	13	14	0	0	0	1	8	0	0	0	0	3,813	7,307
Georgia	5	8	2,639	95	28	24	0	24	13	17	29	0	0	0	0	738	3,620
Hawaii	0	99	413	13	2	0	0	0	0	0	0	0	0	0	0	90	617
Idaho	0	0	124	16	6	4	0	0	0	0	0	0	0	0	0	18	168
Illinois	6	1	2,403	73	32	38	0	26	11	7	35	5	0	0	0	1,848	4,485
Indiana	0	0	1,028	25	13	11	0	0	0	1	0	0	0	0	0	452	1,530
Iowa	0	0	221	21	10	9	0	0	0	0	0	0	0	0	0	42	303
Kansas	0	126	944	21	7	2	0	0	0	0	0	0	0	0	0	59	1,159
Kentucky	0	3	459	24	10	5	0	0	0	0	0	0	0	0	0	641	1,142
Louisiana	0	143	357	22	7	10	0	0	0	2	0	27	0	0	0	97	665
Maine	0	35	194	14	4	2	0	0	0	1	0	0	0	0	0	160	410
Maryland *	0	810	506	73	21	8	0	0	8	1	23	0	0	0	0	727	2,177
Massachusetts	5	230	974	30	8	17	0	16	9	589	12	0	0	0	0	770	2,660
Michigan	0	25	980	30	11	6	1	0	0	0	0	0	0	0	0	1,179	2,232
Minnesota	0	4	1,055	21	8	9	0	0	0	0	0	0	0	0	0	797	1,894
Mississippi	0	1	179	18	10	0	0	0	0	0	0	1	0	0	0	116	325
Missouri	0	41	1,132	26	12	34	0	14	7	15	9	1	0	0	0	611	1,902
Montana	0	0	156	16	4	8	0	0	0	1	0	0	0	0	0	76	261
Nebraska	0	0	173	17	8	4	0	0	0	0	0	0	0	0	0	100	302
Nevada	0	0	584	13	5	0	0	0	0	0	0	0	0	0	0	830	1,432
New Hampshire	0	0	580	12	4	0	0	0	0	0	0	0	0	0	0	143	739
New Jersey	0	104	2,219	27	13	8	0	0	0	10	1	1	0	0	0	727	3,110
New Mexico	0	0	707	17	9	1	0	0	0	0	0	0	0	0	0	158	892
New York	0	111	2,689	51	19	20	140	24	6	0	26	183	0	0	0	2,195	5,464
North Carolina	0	555	597	27	12	7	0	0	0	0	0	0	0	0	0	1,136	2,334
North Dakota	0	0	149	13	5	6	0	0	0	0	0	0	0	0	0	12	185
Ohio	0	104	1,430	31	14	12	0	0	26	1	1	4	0	0	0	979	2,602
Oklahoma	0	8	2,999	20	8	4	0	0	0	33	3	0	0	0	0	113	3,188
Oregon	0	23	295	21	9	1	0	0	0	0	0	0	0	0	0	88	437

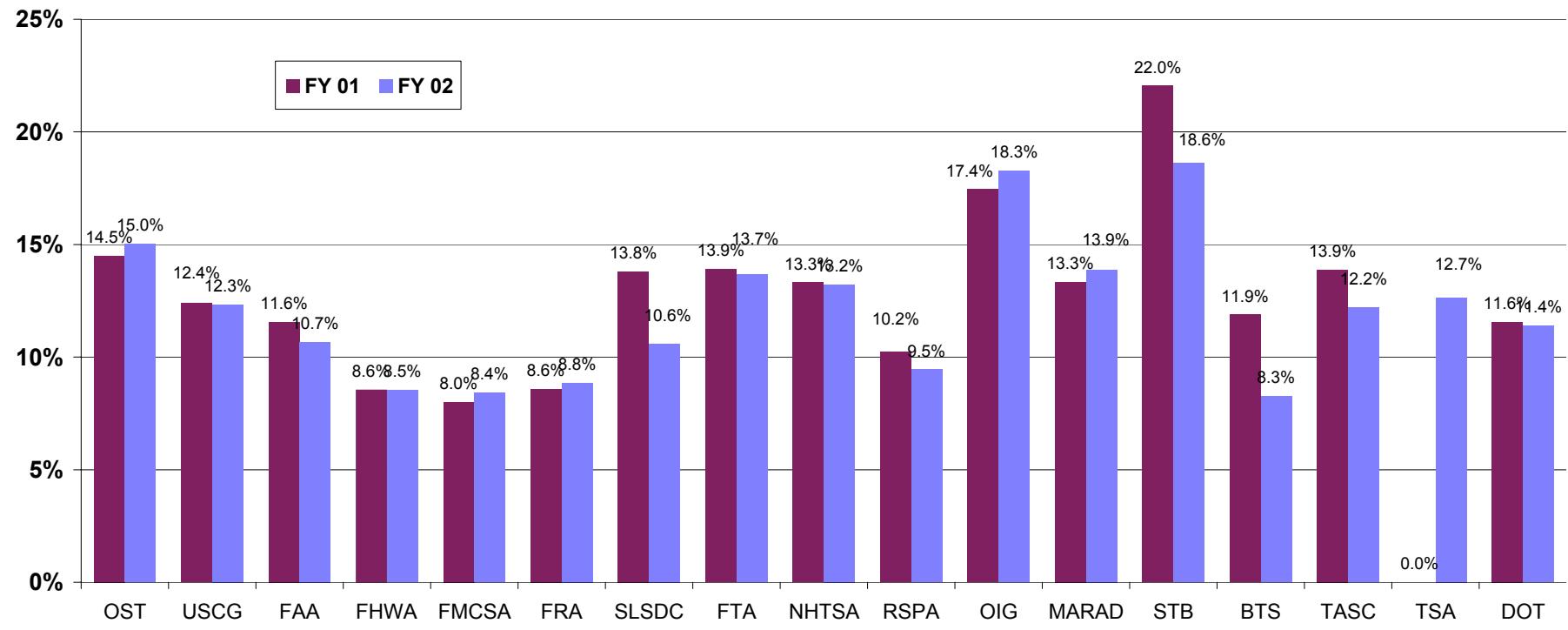
Pennsylvania	0	5	1,030	40	21	36	0	25	0	2	4	0	0	0	0	1,308	2,471
Rhode Island	0	41	88	12	4	0	0	0	0	0	0	0	0	0	0	197	342
South Carolina	0	24	299	23	7	3	0	0	0	0	0	0	0	0	0	375	731
South Dakota	0	0	85	13	4	0	0	0	0	0	0	0	0	0	0	37	139
Tennessee	0	5	1,060	61	10	11	0	0	0	0	0	0	0	0	0	814	1,961
Texas	6	43	4,433	55	187	50	0	18	12	21	21	61	0	0	1	3,153	8,061
Utah	0	0	719	20	5	6	0	0	0	0	0	0	0	0	0	689	1,439
Vermont	0	0	88	13	6	0	0	0	0	0	0	0	0	0	0	94	201
Virginia *	0	978	2,195	351	11	8	0	0	0	0	2	112	0	0	0	955	4,612
Washington	0	156	1,921	219	12	29	0	13	5	1	19	3	0	0	0	881	3,259
West Virginia	0	117	165	18	6	4	0	0	0	0	0	0	0	0	0	68	378
Wisconsin	0	9	291	24	7	1	0	0	0	0	0	0	0	0	0	123	455
Wyoming	0	0	86	14	5	0	0	0	0	0	0	0	0	0	0	3	108
Total States	526	5,894	54,170	2,871	984	746	151	512	665	931	465	822	129	121	254	30,888	100,129
American Samoa	0	0	12	0	0	0	0	0	0	0	0	0	0	0	0	0	12
Guam	0	0	36	0	0	0	0	0	0	0	0	0	0	0	0	5	41
Puerto Rico	0	66	239	14	2	0	0	0	1	0	0	0	0	0	0	346	668
Virgin Islands	0	0	14	0	0	0	0	0	0	0	0	0	0	0	0	62	76
Marshall Islands	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	4
Total Territories	0	66	305	14	2	0	0	0	1	0	0	0	0	0	0	413	801
Foreign Countries	0	0	106	0	0	0	0	0	0	0	0	0	0	0	0	0	106
TOTAL	526	5,960	54,581	2,885	986	746	151	512	666	931	465	822	129	121	254	31,301	101,036

D. C. includes only the District of Columbia. Employees working in Maryland or Virginia Suburban areas of the District of Columbia Metropolitan Area are included in Maryland and Virginia totals.

Supervisors and Managers by Administration

As a Percent of Permanent Employees

End FY 01 and FY 02



Total Supervisors and Managers:

FY 02	79	734	5,817	246	62	66	16	70	88	88	85	114	24	10	31	3,960	11,490
FY 01	71	712	5,772	245	62	64	20	67	84	92	78	109	28	12	39		7,455
FY 00	78	742	5,964	241	47	66	23	65	85	91	67	114	28	7	37		7,655
FY 99	80	735	5,830	300		64	21	62	86	91	58	116	30	6	39		7,518
FY 98	90	702	5,818	327		57	19	59	87	87	51	123	28	8	37		7,493

EMPLOYMENT OF VETERANS BY ADMINISTRATION

Permanent Employees
Snapshot - End of Fiscal Year 2002

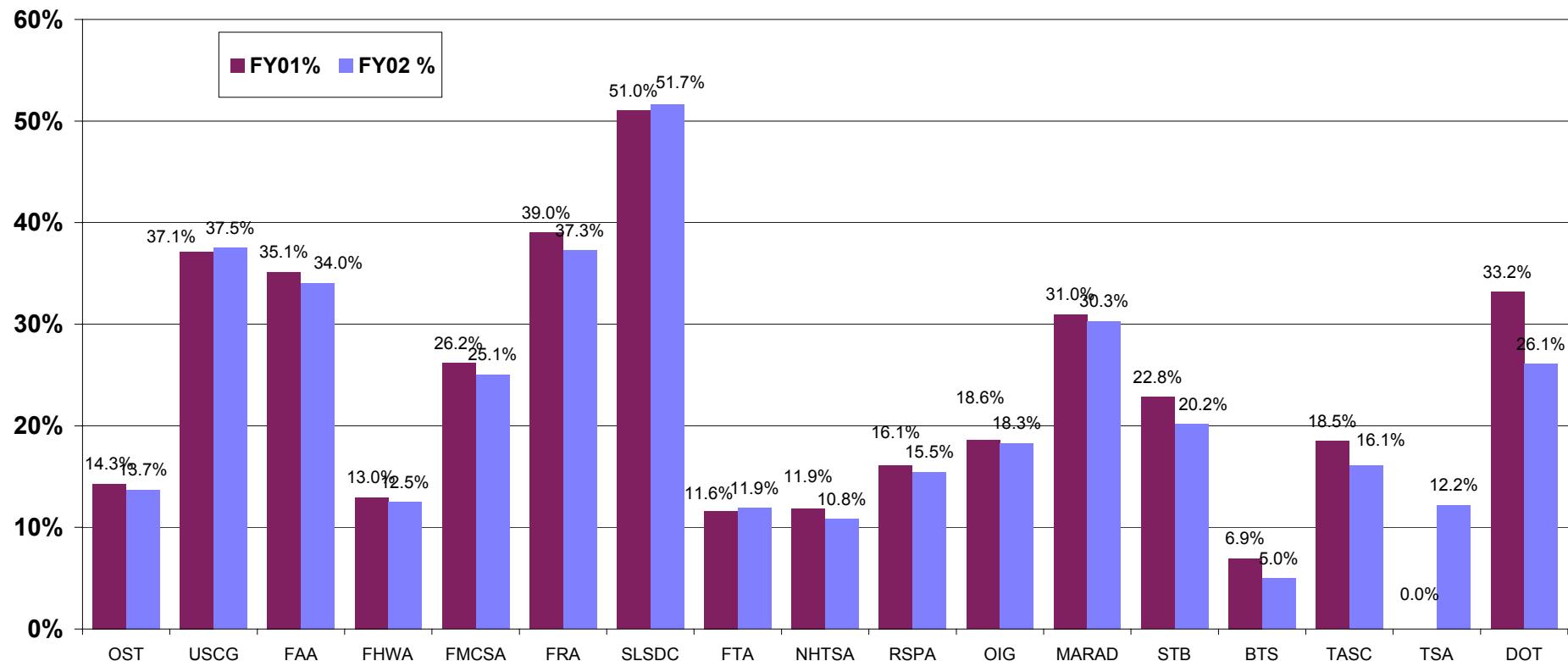
Operating Admin	Vietnam Era Veterans		Compensable Disability		Disabled Veterans		All Veterans		Total Employment
	#	%	#	%	#	%	#	%	
OST	27	5.1	4	0.8	7	1.3	72	13.7	526
USCG	1,232	20.7	342	5.7	390	6.5	2,236	37.5	5,960
FAA	7,669	14.1	1,608	2.9	2,062	3.8	18,583	34.0	54,581
FHWA	217	7.5	40	1.4	56	1.9	361	12.5	2,885
FMCSA	141	14.3	47	4.8	53	5.4	247	25.1	986
FRA	208	27.9	45	6.0	53	7.1	278	37.3	746
SLSDC	41	27.2	7	4.6	9	6.0	78	51.7	151
FTA	38	7.4	6	1.2	9	1.8	61	11.9	512
NHTSA	26	3.9	2	0.3	3	0.5	72	10.8	666
RSPA	70	7.5	16	1.7	19	2.0	144	15.5	931
OIG	32	6.9	12	2.6	16	3.4	85	18.3	465
MARAD	108	13.1	34	4.1	39	4.7	249	30.3	822
STB	16	12.4	1	0.8	1	0.8	26	20.2	129
BTS	3	2.5	1	0.8	1	0.8	6	5.0	121
TASC	12	4.7	5	2.0	5	2.0	41	16.1	254
TSA	1,040		93		118		3,814		31,301
TOTAL	10,880	10.8	2,263	2.2	2,841	2.8	26,353	26.1	101,036

See note on page II-1 for explanation of categories.

Veterans by Administration

As a Percent of Permanent Employees

End FY 01 and FY 02



Total Veterans:

	72	2,236	18,583	361	247	278	78	61	72	144	85	249	26	6	41	3,814	26,353
FY 02	72	2,236	18,583	361	247	278	78	61	72	144	85	249	26	6	41	3,814	26,353
FY 01	70	2,135	17,545	371	203	291	74	56	75	145	83	253	29	7	52	21,389	
FY 00	68	2,103	17,395	360	160	288	77	56	79	140	74	266	30	7	46	21,149	
FY 99	72	2,064	17,905	547		296	76	57	81	148	76	295	28	6	49	21,700	
FY 98	79	1,954	18,185	582		291	80	62	83	146	71	291	30	5	48	21,907	

VETERAN EMPLOYMENT BY GRADE BY ADMINISTRATION

Permanent Employees
Snapshot - End of Fiscal Year 2002

	OST	USCG	FAA	FHWA	FMCSA	FRA	SLSDC	FTA	NHTSA	RSPA	OIG	MARAD	STB	BTS	TASC	TSA	TOTAL	% DOT in Grade
GS-01	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
GS-02	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
GS-03	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1.5%
GS-04	0	9	2	1	0	0	1	0	0	0	0	1	0	0	0	0	14	8.8%
GS-05	0	49	33	2	18	1	0	0	0	0	0	6	0	0	3	2478	2590	10.5%
GS-06	0	99	29	5	6	0	0	0	0	2	1	4	0	0	0	0	146	16.4%
GS-07	2	156	212	17	38	0	0	0	4	0	2	4	0	0	0	1	436	16.5%
GS-08	0	20	63	2	0	0	0	1	1	0	1	0	0	0	0	0	88	11.5%
GS-09	4	120	259	16	25	1	0	1	0	2	8	6	2	0	2	446	892	17.7%
GS-10	0	5	1572	1	0	0	0	0	0	0	0	0	0	0	0	647	2225	25.7%
GS-11	2	223	461	40	16	0	3	0	5	6	9	8	1	0	9	0	783	29.9%
GS-12	0	337	5185	80	86	164	7	2	6	20	19	9	1	0	8	61	5985	38.9%
GS-13	16	221	3502	106	26	57	4	23	12	49	27	48	6	2	6	41	4146	33.4%
GS-14	20	105	5417	42	23	33	0	16	29	40	9	29	7	2	5	81	5858	29.5%
GS-15	22	48	1631	40	8	19	1	15	15	20	9	17	8	2	3	56	1914	36.7%
SES	5	3	52	5	1	3	1	3	0	2	0	5	1	0	0	3	84	18.7%
WAGE GR	0	827	164	4	0	0	61	0	0	3	0	104	0	0	5	0	1168	58.7%
OTHER	1	14	0	0	0	0	0	0	0	0	0	8	0	0	0	0	23	21.5%
TOTAL	72	2236	18583	361	247	278	78	61	72	144	85	249	26	6	41	3814	26353	26.1%
AVG GR	13.5	10.6	12.7	12.2	10.6	12.6	11.8	13.6	13.2	13.2	12.2	12.3	13.5	14.0	11.7	6.9	11.7	

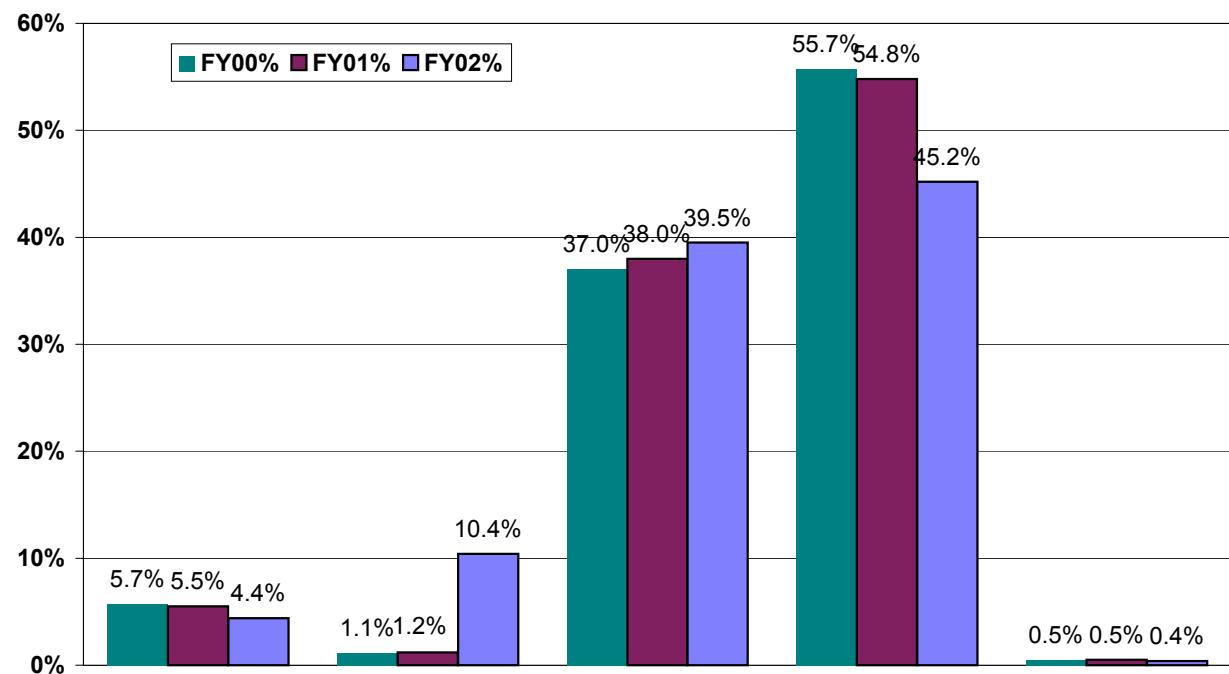
Note 1: Average grade is based on grades 1 - 15 and does not include wage grade.

Note 2: FAA's and TSA's employees in Pay Banding pay plans are "crosswalked" to equivalent grades on this chart.

Veterans by Grade Range

As a Percent of Permanent Employees

FY 00 - FY02



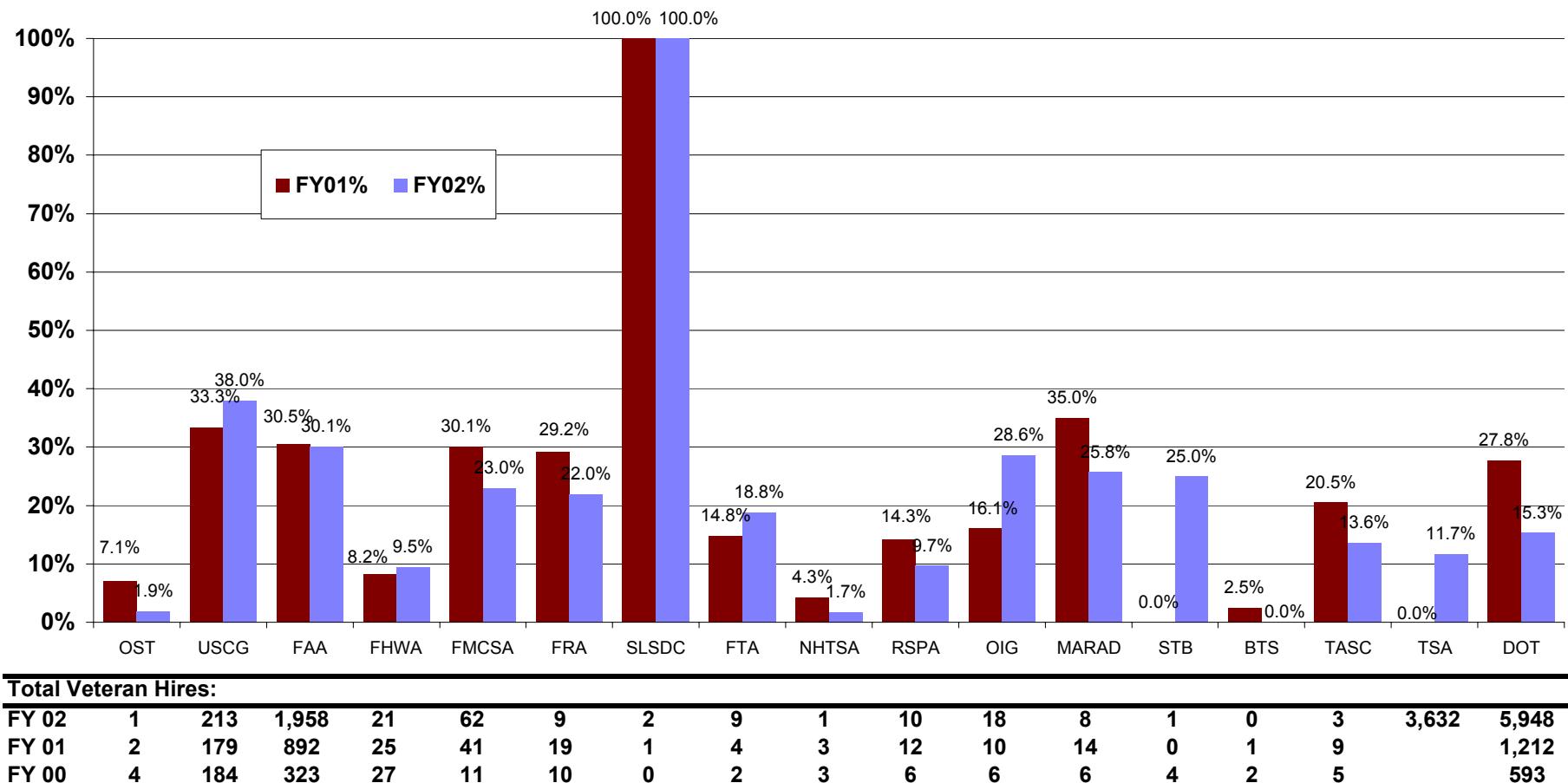
	Wage Related	GS 1 / 6	GS 7 / 12	GS 13 / 15	SES & Related
Total Veterans:					
FY 02	1,168	2,751	10,409	11,918	107
FY 01	1,181	257	8,120	11,726	105
FY 00	1,205	233	7,820	11,781	116

NOTE: FAA's and TSA's employees in Pay Banding pay plans are "crosswalked" to equivalent grades on this chart.

Veteran Hires by Administration

As a Percent of Permanent Hires

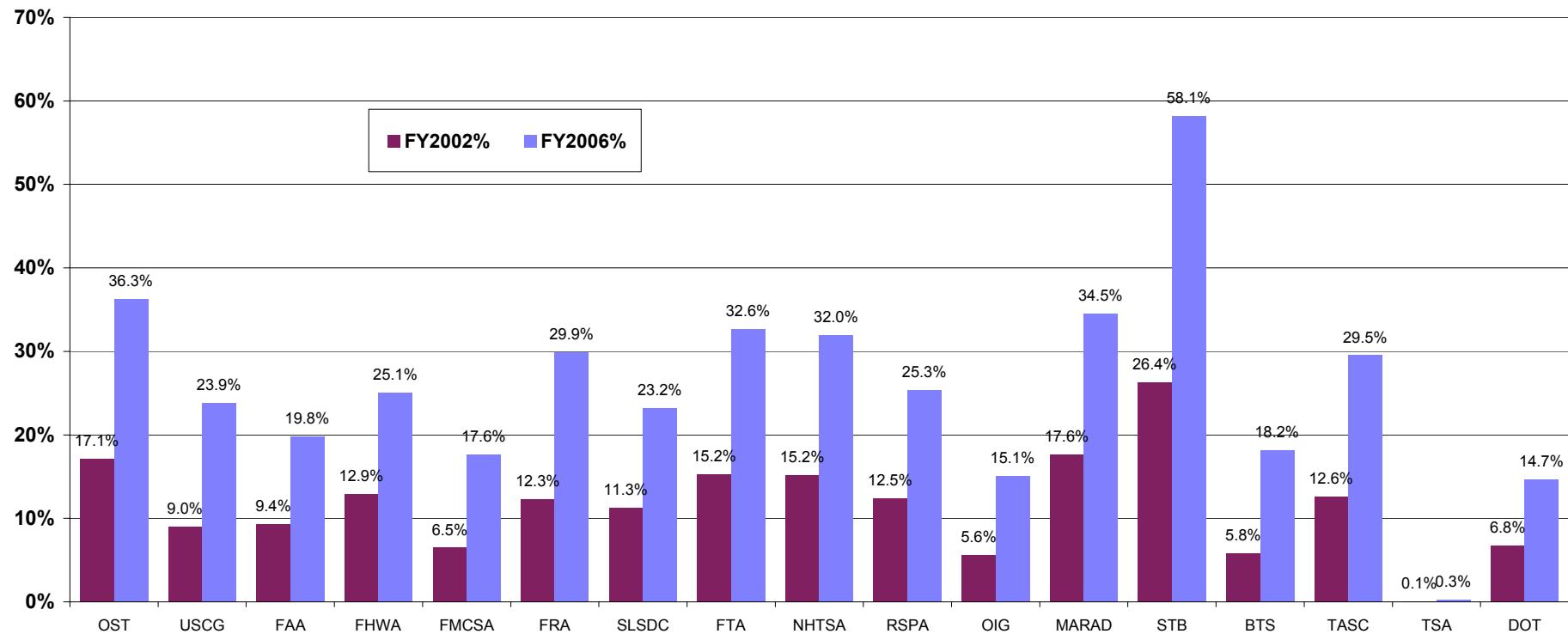
End FY 01 and FY 02



Projected Retirement Eligibles by Administration

As a Percent of Permanent Employees on Board End of FY 02

FY 2002 and 2006



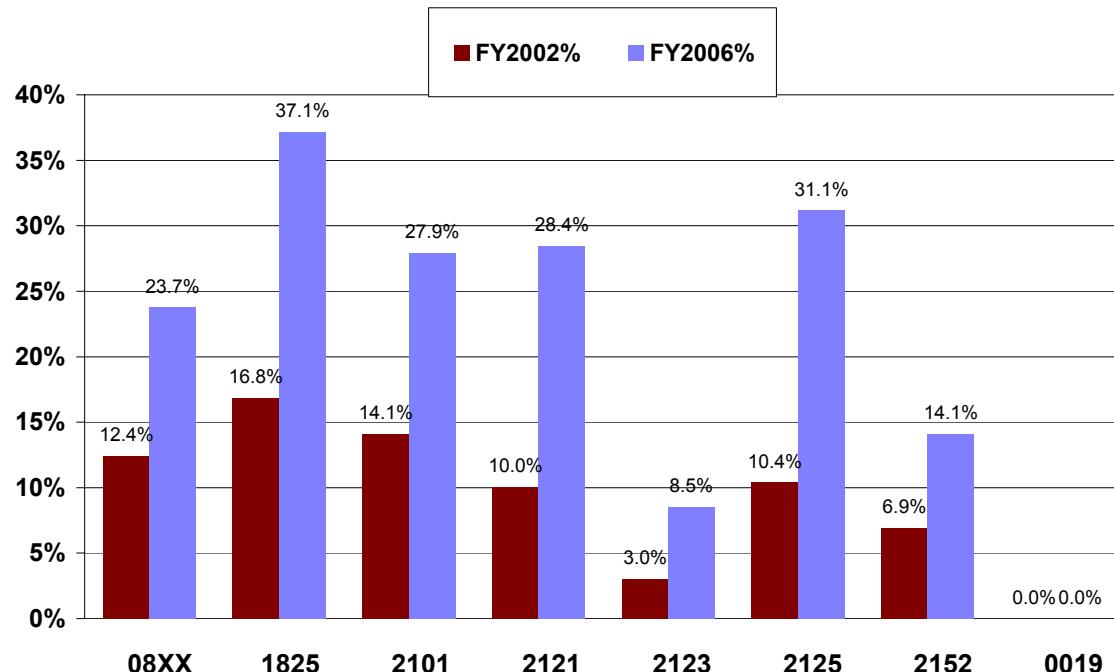
Retirement Eligibles:

FY 2006	191	1,422	10,819	724	174	223	35	167	213	236	70	284	75	22	75	88	14,818
FY 2005	159	1,200	9,306	631	129	187	31	143	184	213	61	239	71	20	65	76	12,715
FY 2004	136	980	7,935	546	108	149	27	115	159	180	51	202	59	15	54	58	10,774
FY 2003	115	745	6,532	464	84	123	22	96	131	148	40	174	46	10	41	34	8,805
FY 2002	90	535	5,111	372	64	92	17	78	101	116	26	145	34	7	32	19	6,839

Projected Retirement Eligibles in Key Occupations

As a Percent of Permanent Employees on Board End of FY 02
FY 2002 and 2006

08xx	Engineers
1825	Aviation Safety Inspectors
2101	Transportation Specialists
2121	Railroad Safety Inspectors
2123	Motor Carrier Safety Specialists
2125	Highway Safety Specialists
2152	Air Traffic Controllers
0019	Screener



Number of Retirement Eligibles:

FY 2006	1,540	1,443	1,983	116	45	57	3,219	2
FY 2005	1,341	1,204	1,740	93	33	42	2,775	2
FY 2004	1,157	1,016	1,493	75	25	33	2,416	1
FY 2003	1,001	844	1,239	60	19	26	1,999	0
FY 2002	804	653	1,004	41	16	19	1,571	0

PART III

Personnel Transactions

Permanent Civilian Workforce

Gains

- The department's 38,924 new hires in FY 2002 represented a 60.4% increase over its ending FY 2001 on board strength and consisted of 11,212 (28.8%) females and 12,754 (32.8%) minorities.

Losses

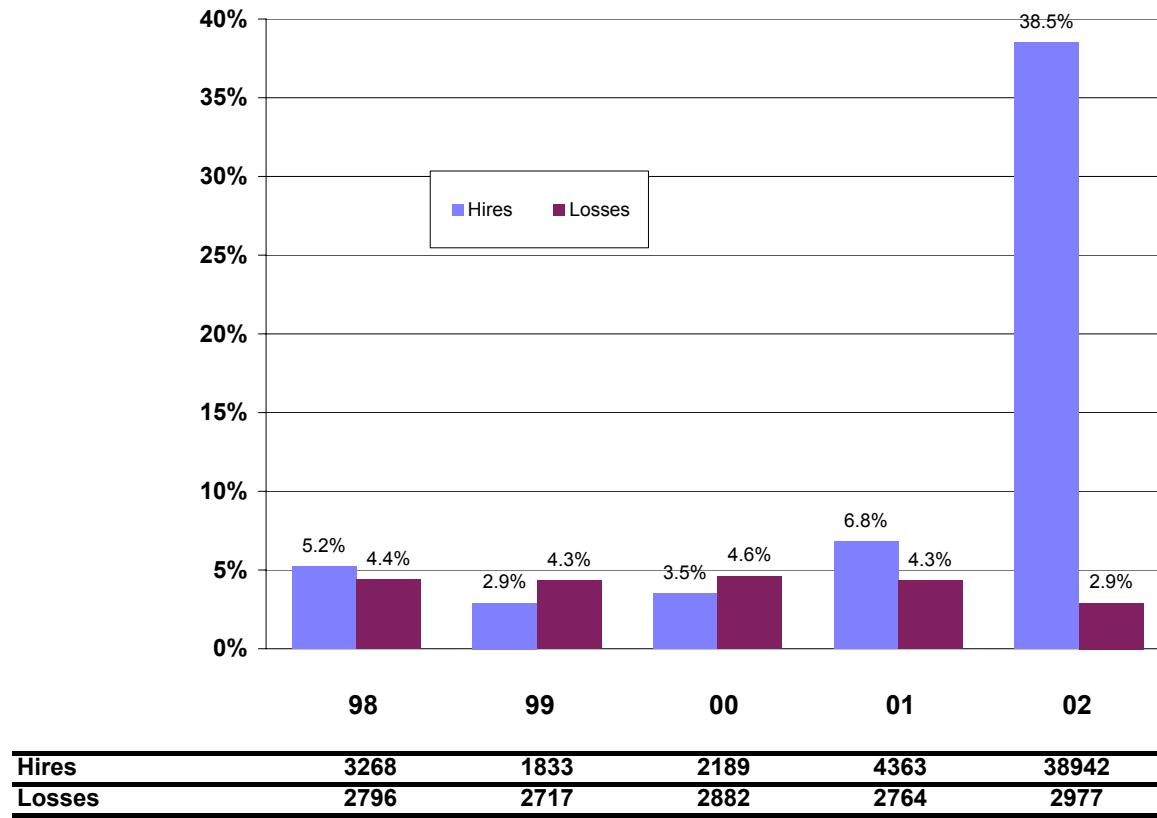
- Losses amounted to 2,977, or 4.6% of the department's FY 2001 ending on board strength, including 832 (27.9%) females and 652 (21.9%) minorities.

NOTES

The number of hires includes new hires to DOT only. The number of losses includes losses from DOT only. Moves between administrations within DOT are not reflected.

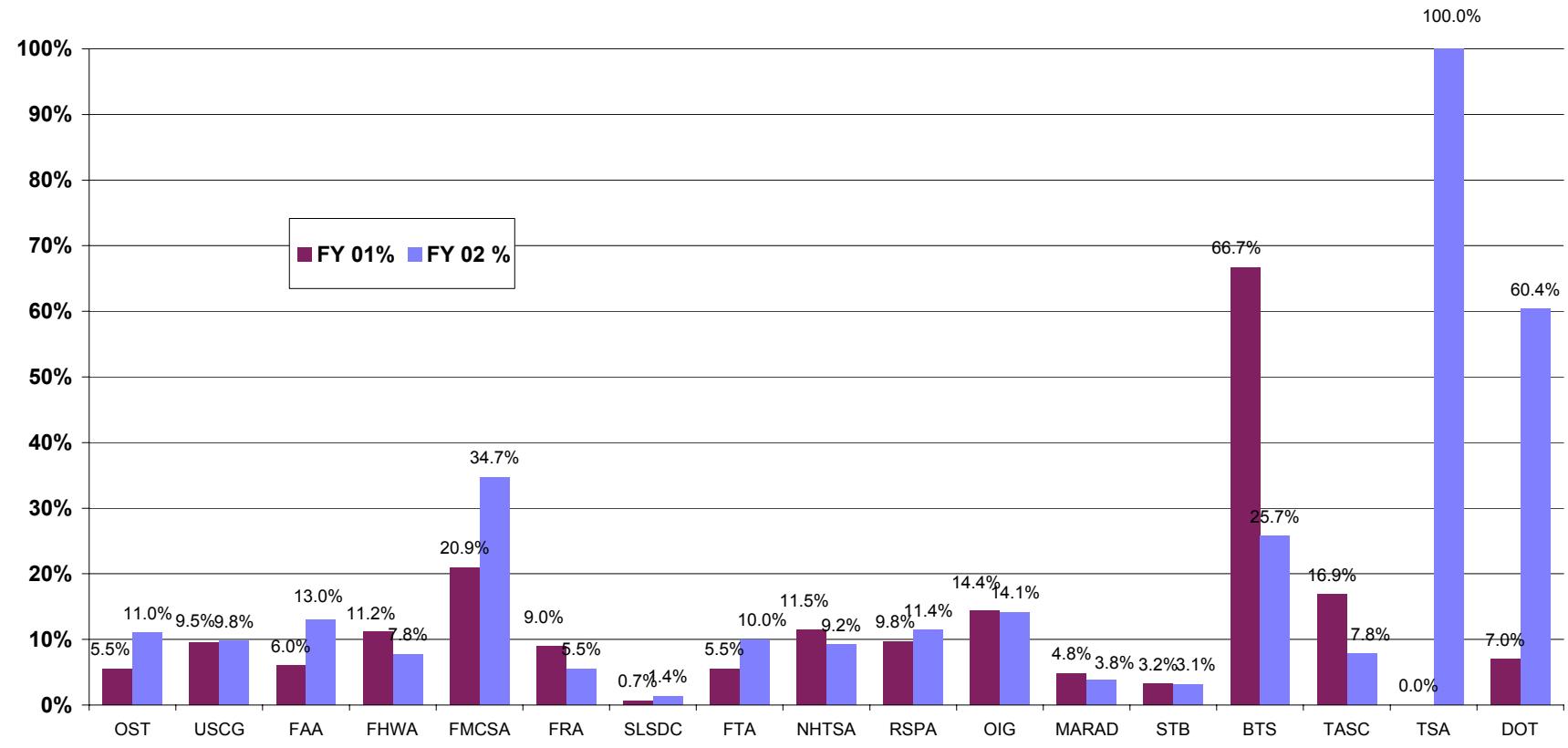
Hire and Loss Rates

As Percent of Permanent Employees
FY 98 - FY 02



Hire Rates into DOT by Administration

As Percent of Permanent Employees On Board at Beginning of Each FY
FY 01 and FY 02

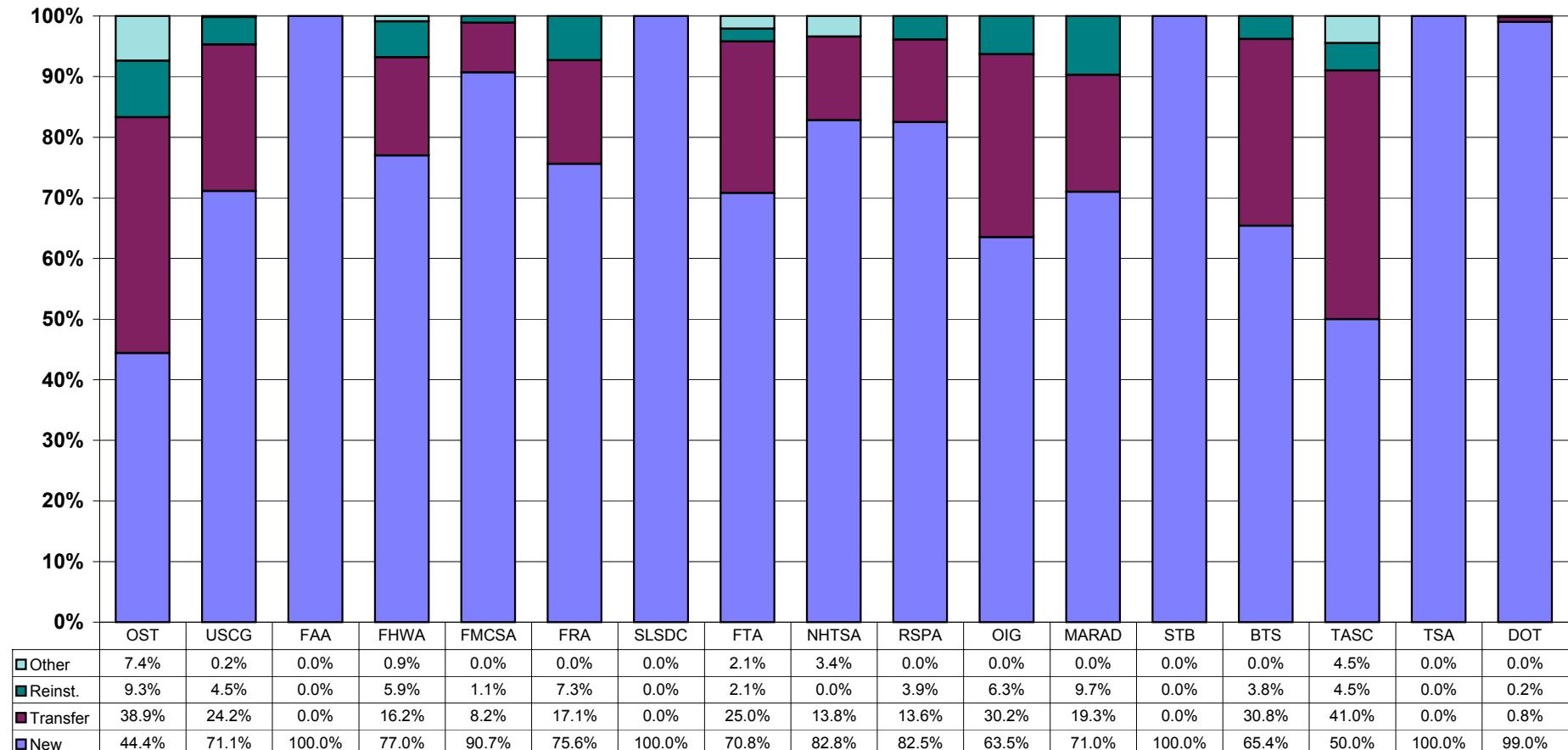


Total Hires:

FY 02	54	561	6,493	222	269	41	2	48	58	103	63	31	4	26	22	30,927	38,924
FY 01	28	537	2,921	305	136	65	1	27	69	84	62	40	4	40	44	0	4,363
FY 00	34	517	1,024	275	32	44	5	23	45	65	54	29	7	18	17		2,189
FY 99	19	426	968	128		48	0	32	29	65	56	28	9	5	20		1,833
FY 98	20	485	2,380	104		40	2	20	35	59	78	26	1	1	17		3,268

Hires by Type by Administration

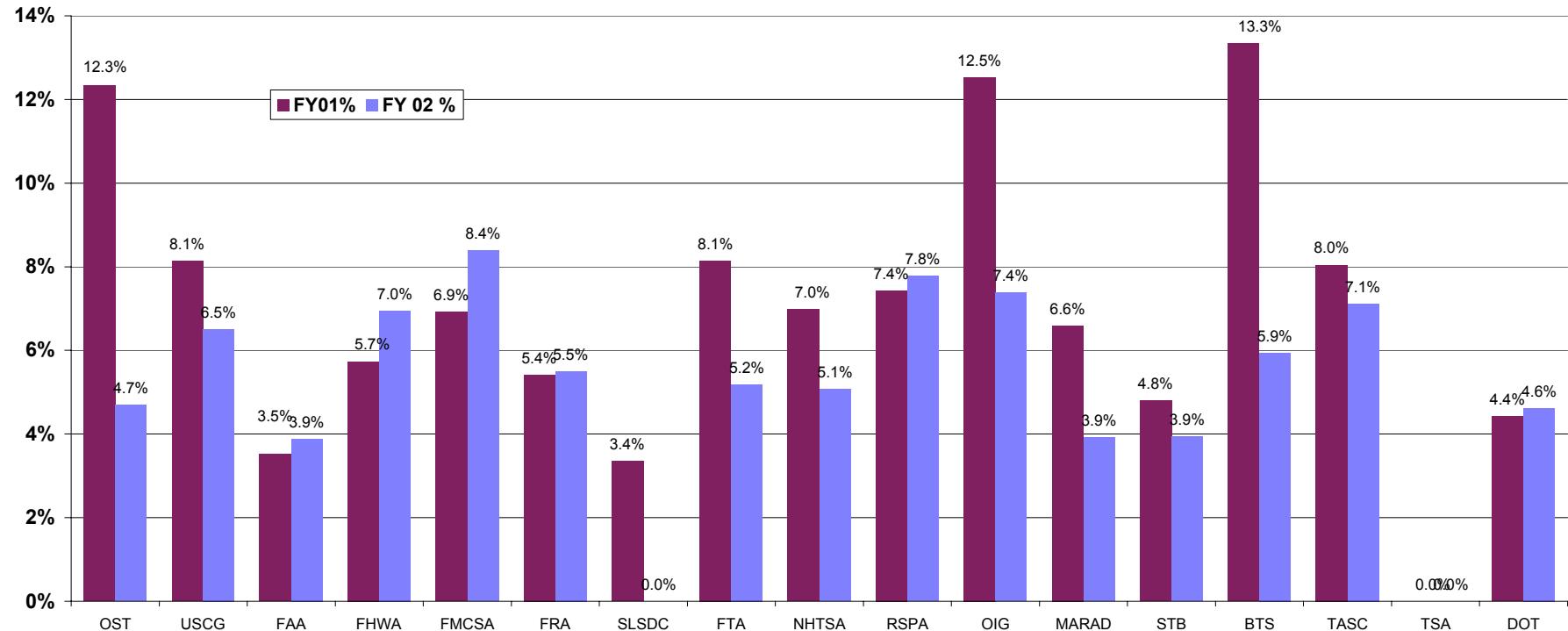
As Percent of Permanent Hires into DOT During FY 02



NOTE: These are hires to DOT, not movement among DOT administrations

Loss Rates by Administration

As Percent of Permanent Employees On Board at Beginning of Each FY
FY 01 and FY 02

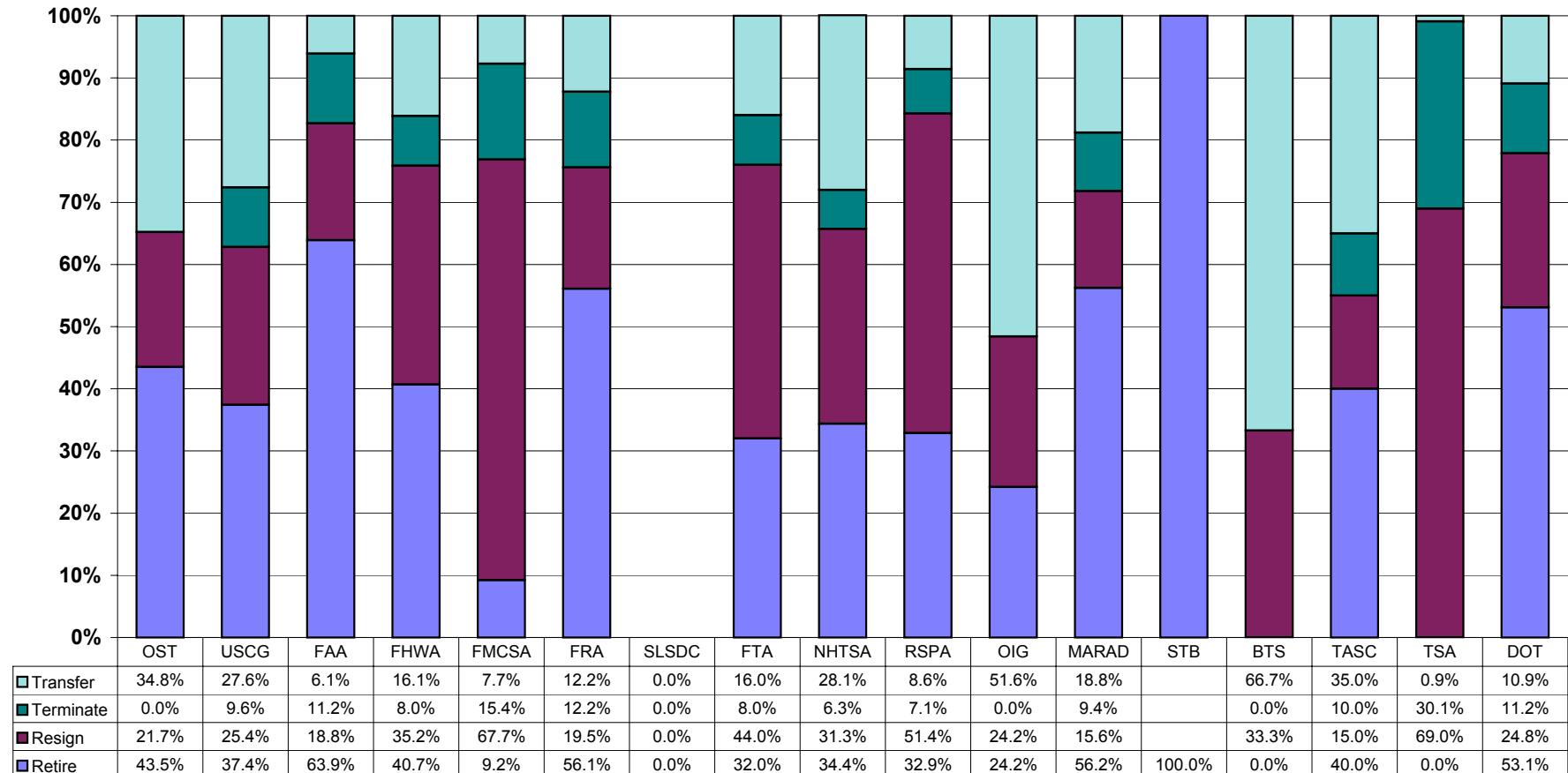


Total Losses:

FY02	23	374	1,939	199	65	41	0	25	32	70	33	32	5	6	20	113	2,977
FY01	63	461	1,705	156	45	39	5	40	42	64	54	55	6	8	21		2,764
FY00	38	406	1,812	223	34	40	3	29	31	70	64	86	9	8	29		2,882
FY 99	43	367	1,756	263		29	2	22	41	71	54	45	5	8	11		2,717
FY 98	47	344	1,857	234		35	2	23	32	78	53	68	2	3	18		2,796

Losses by Type by Administration

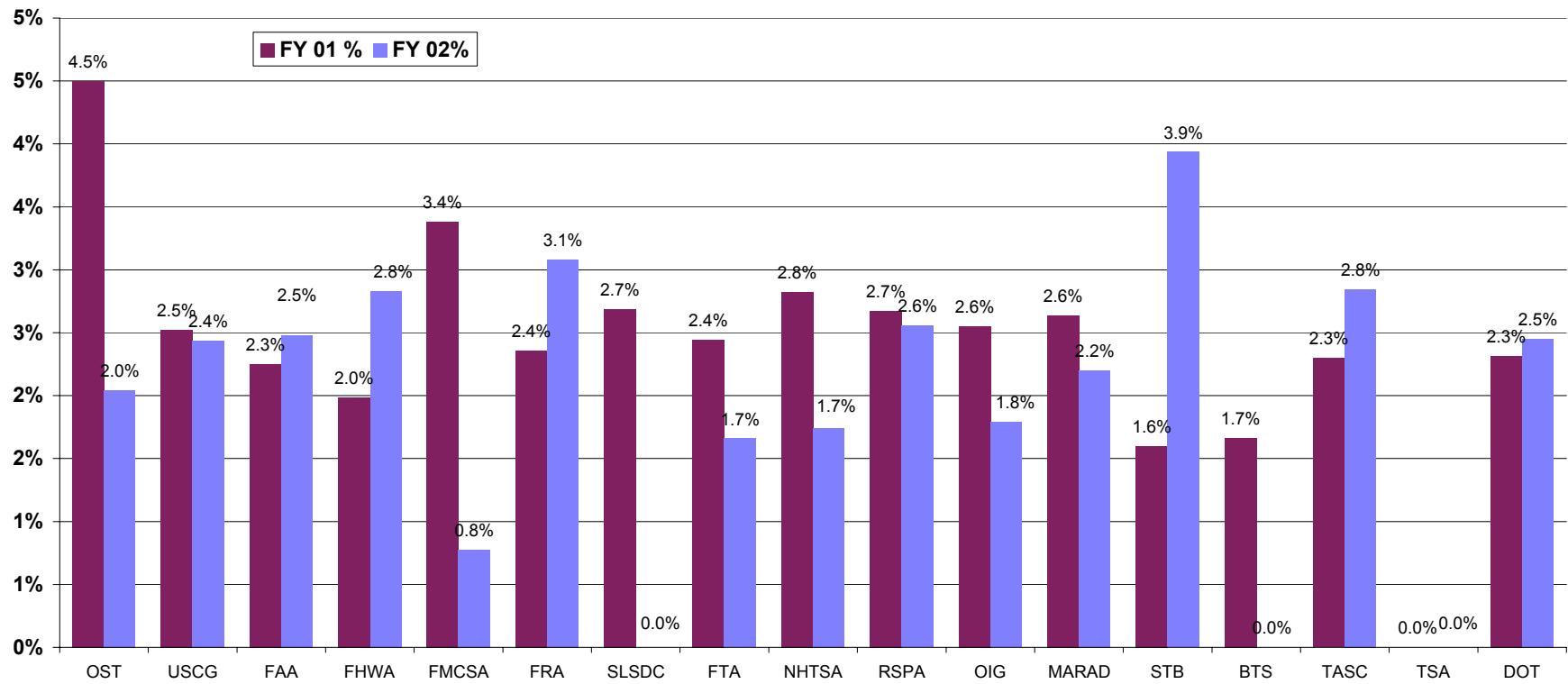
As Percent of Permanent Losses During FY 02



NOTE: These are losses from DOT, not movement among DOT administrations

Retirements by Administration

As Percent of Permanent Employees On Board at Beginning of Each FY
FY 01 and FY 02

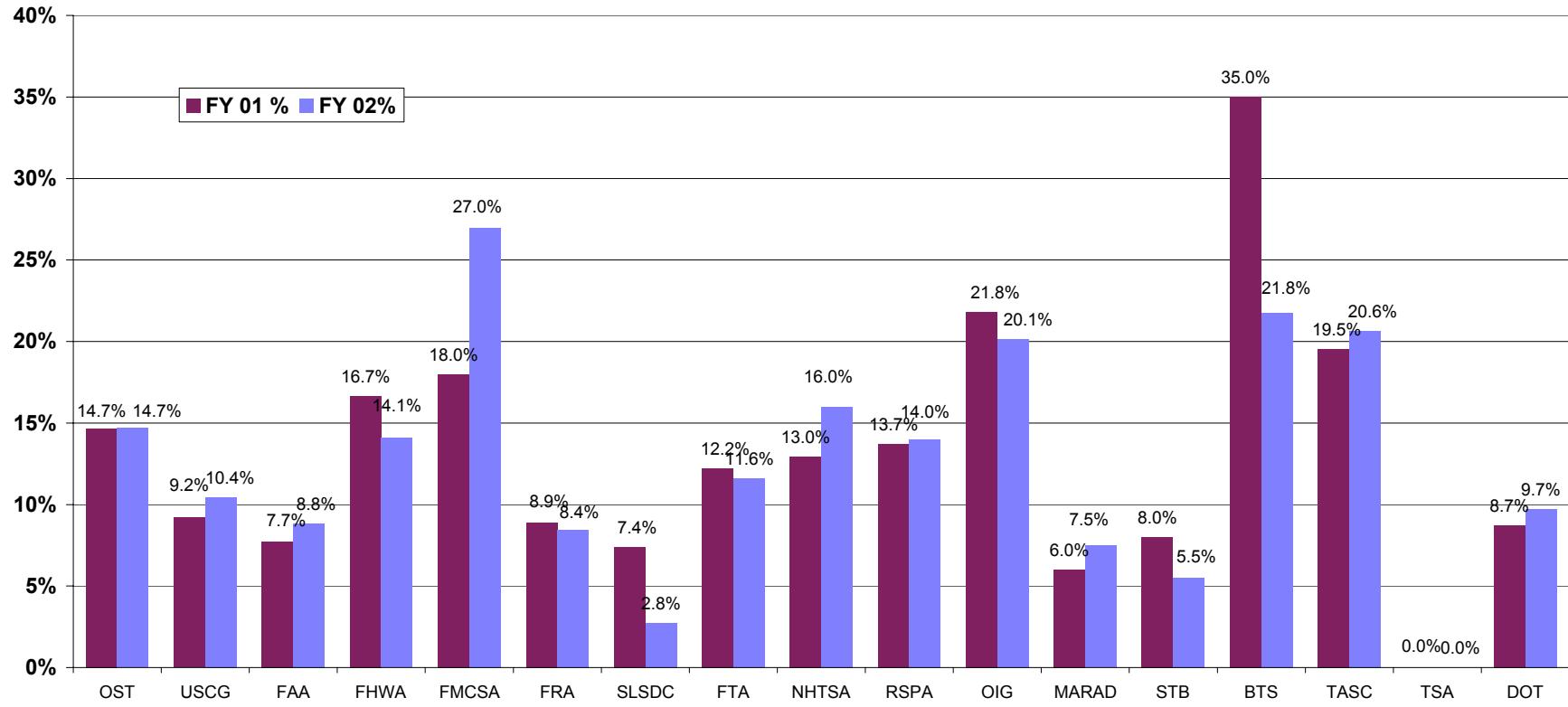


Total Retirements:

FY 02	10	140	1,239	81	6	23	0	8	11	23	8	18	5	0	8	0	1,580
FY 01	23	143	1,092	54	22	17	4	12	17	23	11	22	2	1	6		1,449
FY 00	20	111	1,089	107	16	18	2	10	10	28	11	29	5	2	12		1,470
FY 99	12	120	1,057	134		12	2	9	16	23	12	19	1	0	2		1,419
FY 98	27	123	1,170	100		13	1	9	21	25	20	38	2	1	3		1,553

Permanent Promotions by Administration

As Percent of Permanent Employees On Board at Beginning of Each FY
FY 01 and FY 02



Number of Permanent Promotions:

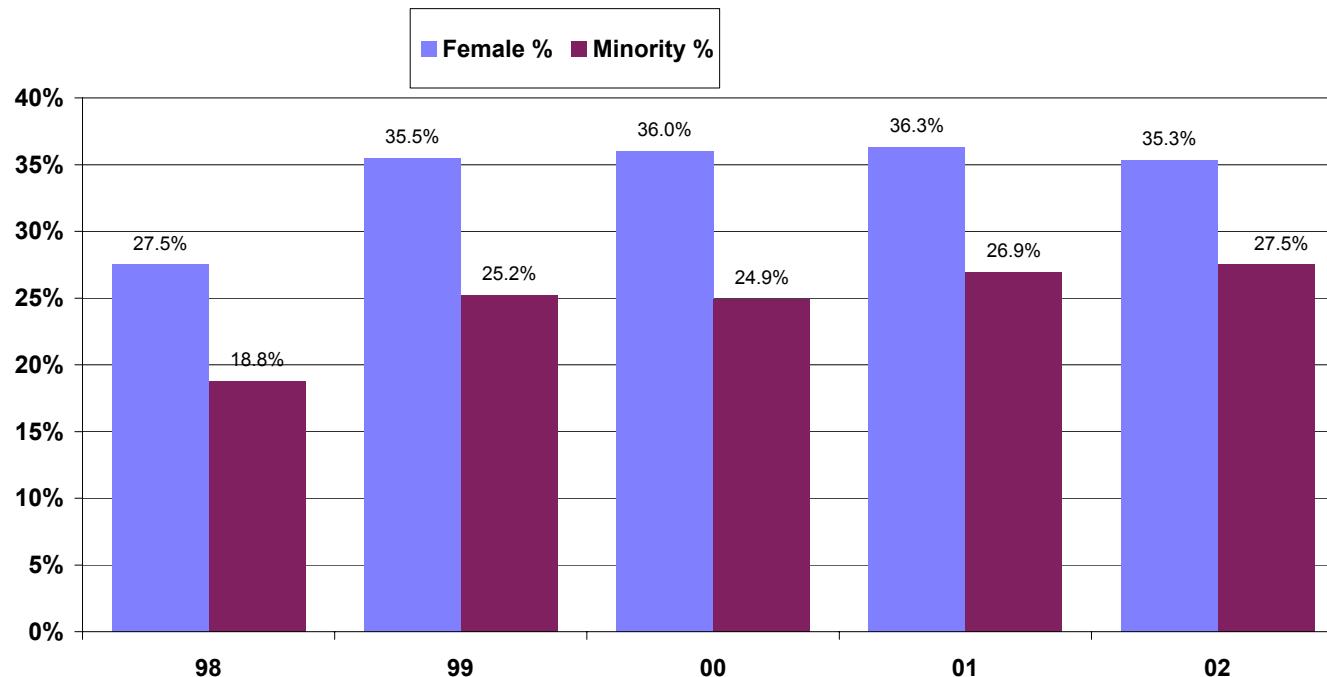
FY 02	72	600	4,400	403	209	63	4	56	101	126	90	61	7	22	58	13	6,285
FY 01	75	521	3,739	453	117	64	11	60	78	118	94	50	10	21	51		5,462
FY 00	60	492	4,179	433	79	43	5	40	62	119	104	55	10	9	51		5,741
FY 99	83	473	5,042	467		59	8	49	66	122	117	62	8	5	49		6,610
FY 98	64	463	6,742	427		74	5	54	54	102	83	52	4	4	54		8,182

Permanent Promotions for Professional and Administrative Females and Minorities

As Percent of Permanent Professional and Administrative Promotions

Permanent Employees

FY 98 - FY 02



Permanent Promotions:

Professional and Administrative:

Females	2,245	1,936	1,729	1,643	1,874
Minorities	1,532	1,377	1,194	1,217	1,459

Total Professional & Administrative Promotions

8,164	5,459	4,797	4,521	5,302
-------	-------	-------	-------	-------

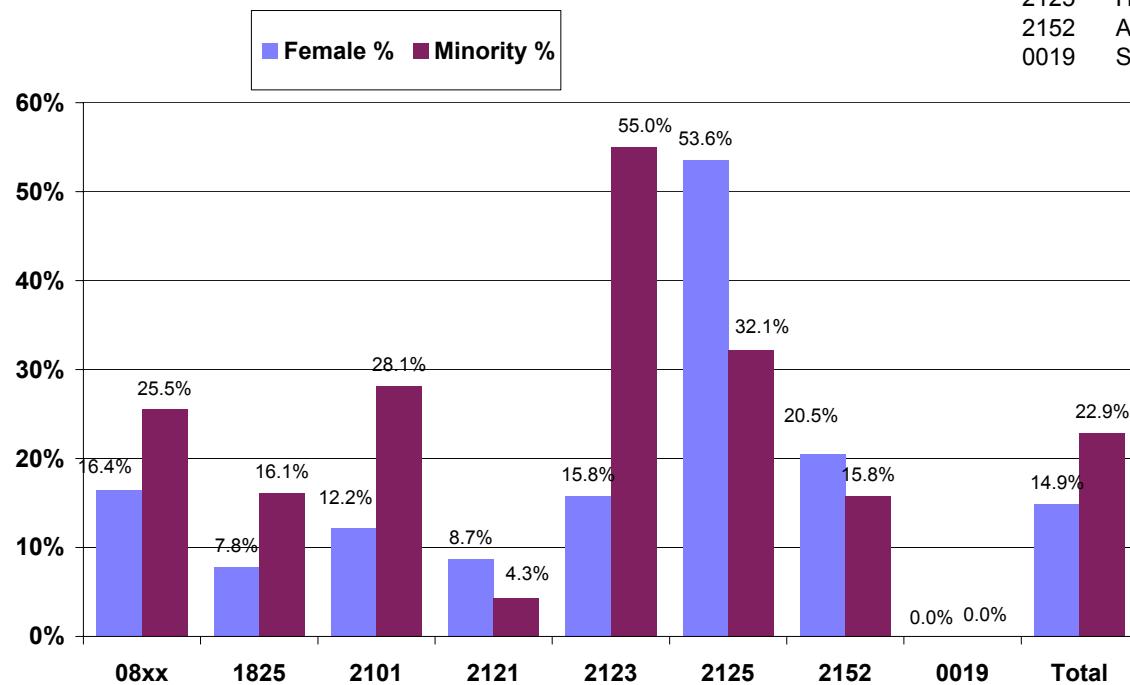
Permanent Promotions for Females and Minorities in Key Occupations

As Percent of Total Key Occupation Promotions

Permanent Employees

FY 02

08xx	Engineers
1825	Aviation Safety Inspectors
2101	Transportation Specialists
2121	Railroad Safety Inspectors
2123	Motor Carrier Safety Specialists
2125	Highway Safety Specialists
2152	Air Traffic Controllers
0019	Screener



Permanent Promotions:

Key Occupations:

	108	35	96	2	19	15	185	0	441
Females	108	35	96	2	19	15	185	0	441
Minorities	168	72	221	1	66	9	142	0	679
Total Key Occupation Promotions									
	659	446	786	23	120	28	901	0	2,963

PART IV

Workforce Diversity Permanent Civilian Workforce

- Part IV looks at the diversity of our workforce in terms of females, minorities, and disabled employees.
- The charts examine a five-year pattern of hires and losses of female and minority employees. They also portray each minority group's grade distribution for the department and for each Administration.
- TSA had 30,927 (79.5%) of the department's 38,924 permanent hires, of which 9,915 (32.1%) were females and 10,755 (34.8%) were minorities.
- Of the remaining 7,997 hires by non-TSA administrations, 1,297 (16.2%) were females and 1,999 (25.0%) were minorities.
- FAA accounted for 1,939 (65.1%) of the department's 2,977 losses. 420 (21.7%) of FAA's losses were female and 340 (17.5%) were minorities.
- Of the remaining 1,038 losses by non-FAA administrations, 412 (39.7%) were females and 312 (30.1%) were minorities.

NOTES

The term "Other," as illustrated on spreadsheets broken down by grade, combines the following pay plan designations:

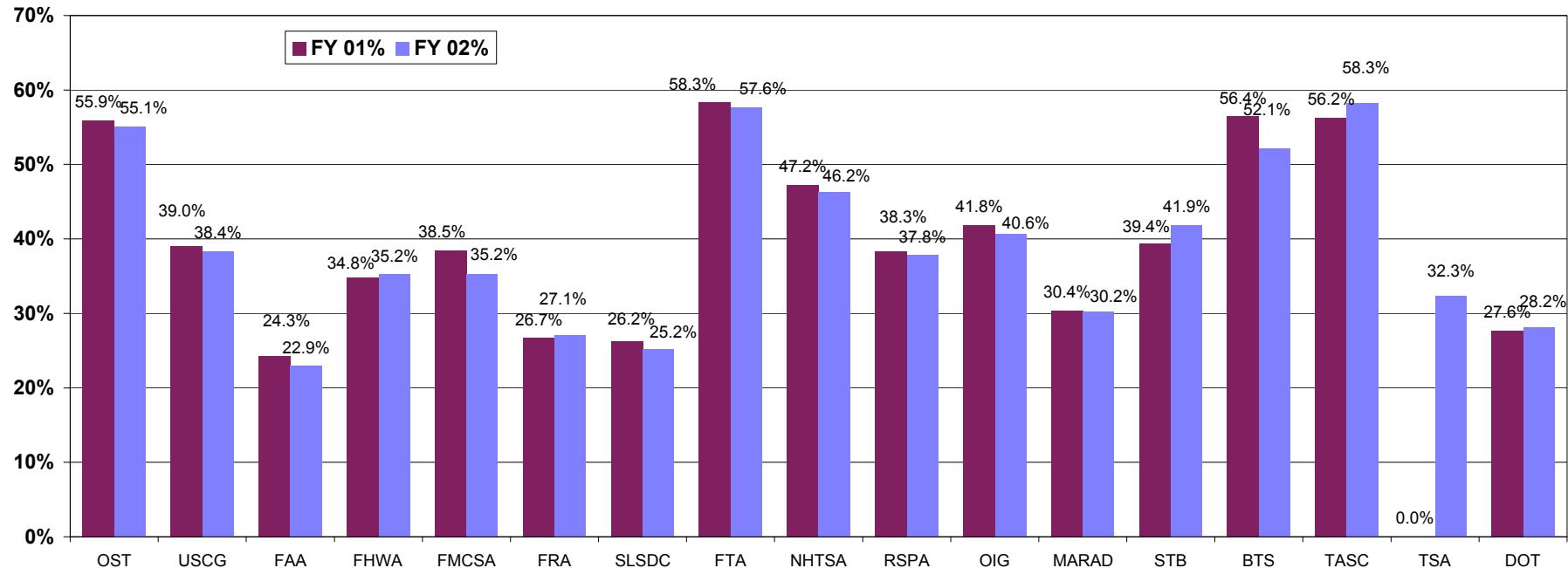
AD	(Administratively Determined)	SL	(Senior Level)
AL	(Administrative Law Judge)	ST	(Scientific and Professional)
CA	(Contract Appeals Board)	FT	(FAA Senior Professional/Scientific/Technical)
EX	(Executive Level)	FV	(FAA Pay Banding)
FC	(Foreign Compensation)	AT	(FAA Air Traffic Pay Banding)
		SV	TSA Pay Banding

- SES on all grade charts includes pay plans ES, EV, SW, FB, FJ, and FX
- GS on all grade charts includes pay plans GS, GM, FG, and FM

Females by Administration

As a Percent of Permanent Employees

FY 01 and FY 02

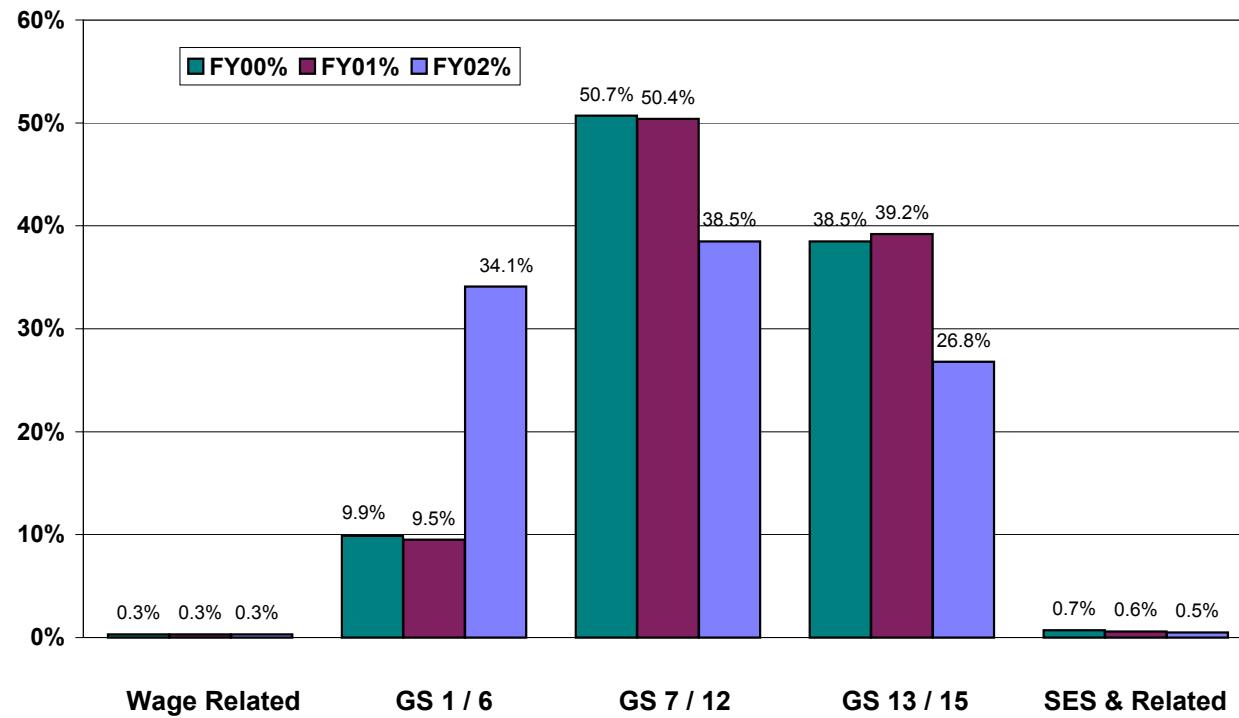


Total Females

FY 02	290	2,287	12,504	1,016	347	202	38	295	308	352	189	248	54	63	148	10,124	28,465
FY 01	274	2,244	12,136	997	298	199	38	281	298	345	187	248	50	57	158		17,810
FY 00	284	2,205	11,649	945	259	206	39	283	284	322	178	257	48	31	147		17,137
FY 99	267	2,168	11,854	1,179		197	37	285	269	324	180	254	50	22	158		17,244
FY 98	271	2,154	11,933	1,218		196	40	285	269	318	179	252	45	21	147		17,328

Females by Grade Range

As a Percent of Permanent Female Employees
FY 00 - FY 02



Total Females:

	51	9,697	10,946	7,638	133
FY 02	51	9,697	10,946	7,638	133
FY 01	54	1,693	8,982	6,975	106
FY 00	47	1,693	8,689	6,594	114

NOTE: FAA's and TSA's employees in Pay Banding pay plans are "crosswalked" to equivalent grades on this chart.

FEMALE EMPLOYMENT BY GRADE BY ADMINISTRATION

Permanent Employees
Snapshot - End of Fiscal Year 2002

	OST	USCG	FAA	FHWA	FMCSA	FRA	SLSDC	FTA	NHTSA	RSPA	OIG	MARAD	STB	BTS	TASC	TSA	TOTAL	% DOT in Grade
GS-01	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	33.3%
GS-02	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	2	18.2%
GS-03	0	2	13	0	0	0	0	0	0	4	0	1	0	0	1	0	21	30.9%
GS-04	1	27	18	15	6	2	1	3	1	10	1	7	2	0	2	96	60.4%	
GS-05	2	151	537	40	25	13	3	5	2	4	3	12	1	0	4	8040	8842	35.7%
GS-06	5	260	299	83	12	17	3	5	5	15	4	23	0	0	4	0	735	82.5%
GS-07	6	437	1178	143	67	7	6	19	27	48	17	21	1	3	9	24	2013	76.0%
GS-08	17	167	216	45	11	10	3	14	28	7	6	13	1	8	11	0	557	72.9%
GS-09	35	242	788	74	19	17	1	30	26	25	19	25	7	5	15	894	2222	44.1%
GS-10	10	19	1044	2	0	5	0	2	4	3	4	3	0	0	0	710	1806	20.9%
GS-11	18	249	462	73	30	14	7	17	31	20	14	28	6	5	18	0	992	37.8%
GS-12	36	338	2288	189	80	50	1	42	23	65	45	28	11	6	15	139	3356	21.8%
GS-13	99	40	251	2021	222	45	36	5	93	67	70	44	46	7	9	29	3084	24.8%
GS-14	57	85	2862	86	31	20	3	40	62	60	22	24	7	18	26	136	3539	17.8%
GS-15	46	25	706	33	16	9	1	20	24	17	7	9	10	8	12	72	1015	19.4%
SES	16	2	48	11	5	2	0	4	8	4	3	3	1	1	2	10	120	26.7%
WAGE GR	0	23	22	0	0	0	3	0	0	0	0	3	0	0	0	0	51	2.6%
OTHER	1	8	1	0	0	0	0	1	0	0	0	2	0	0	0	0	13	12.1%
TOTAL	349	2076	10734	2815	524	211	69	207	334	349	215	246	93	61	128	10054	28465	28.2%
AVG GR	12.2	8.8	11.1	12.1	11.2	10.8	11.0	11.0	11.6	10.9	11.5	10.2	12.3	12.0	11.0	6.0	9.3	

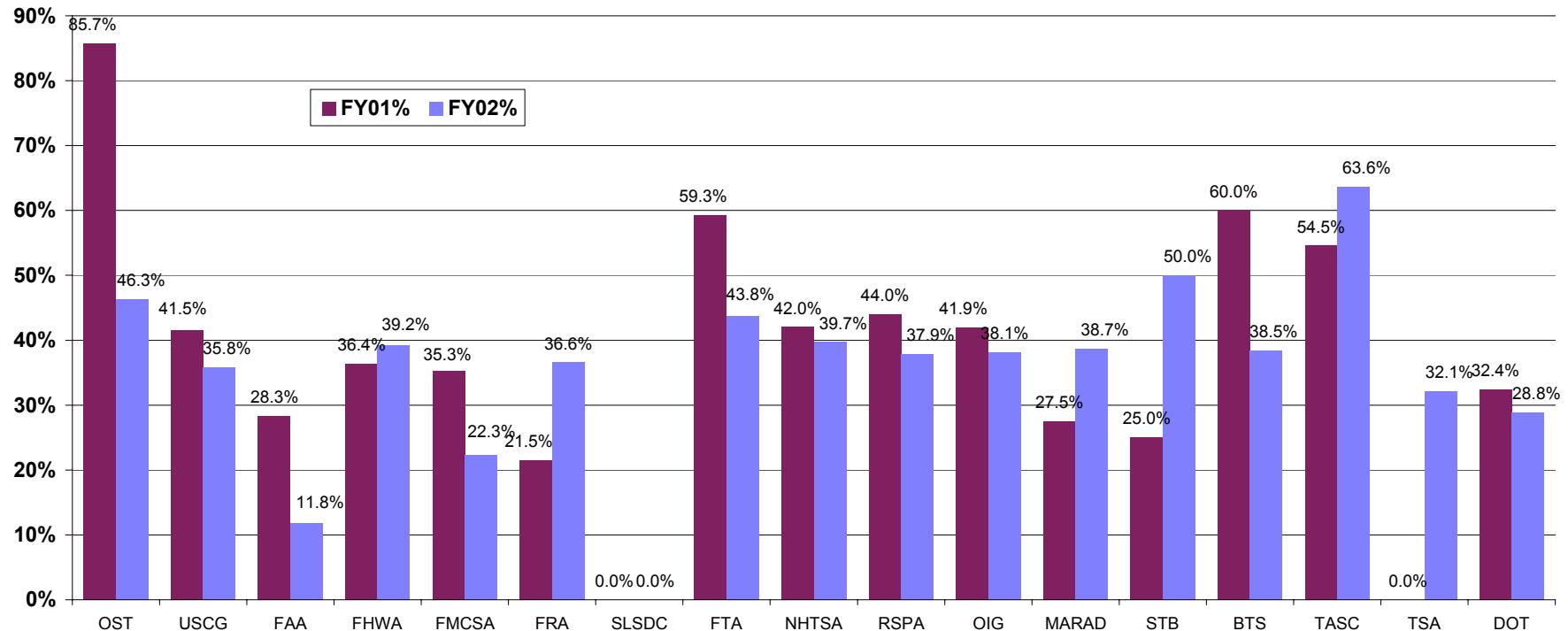
Note 1: Average grade is based on grades 1 - 15 and does not include wage grades.

Note 2: FAA's and TSA's employees in Pay Banding pay plans are "crosswalked" to equivalent grades on this chart.

Female Hires by Administration

As a Percent of Permanent Employee Hires

FY 01 and FY 02



Female Hires:

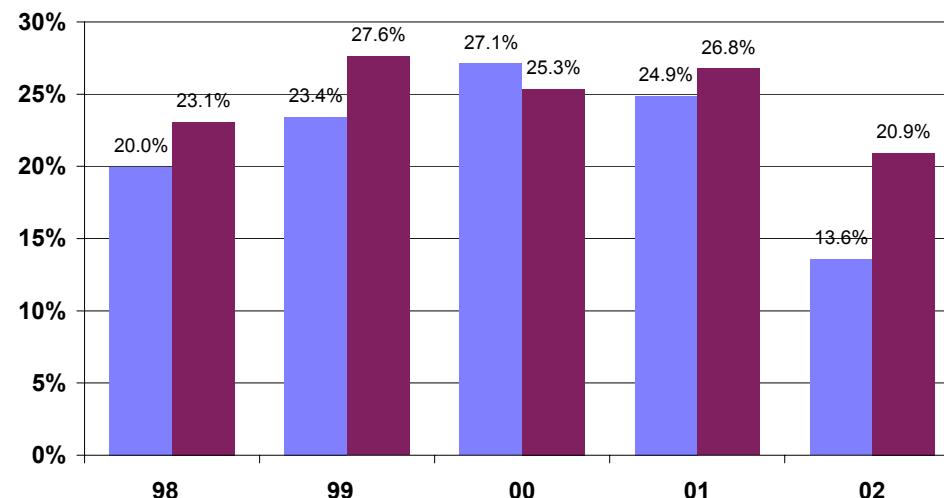
FY 02	25	201	764	87	60	15	0	21	23	39	24	12	2	10	14	9,915	11,212
FY 01	24	223	826	111	48	14	0	16	29	37	26	11	1	24	24	0	1,414
FY 00	24	222	262	101	9	20	3	11	25	19	28	12	1	7	9		753
FY 99	8	185	330	55		12	0	12	17	24	24	15	4	3	12		701
FY 98	12	214	613	41		11	1	13	16	15	44	13	0	1	6		1,000

Female Professional and Administrative Hires and Losses

As Percent of Permanent Professional and Administrative Hires and Losses

FY 98 - FY 02

[■ Hires % ■ Losses %]



Female Professional and Administrative Hires:

Hires	486	483	440	807	1076
Losses	490	341	544	568	476

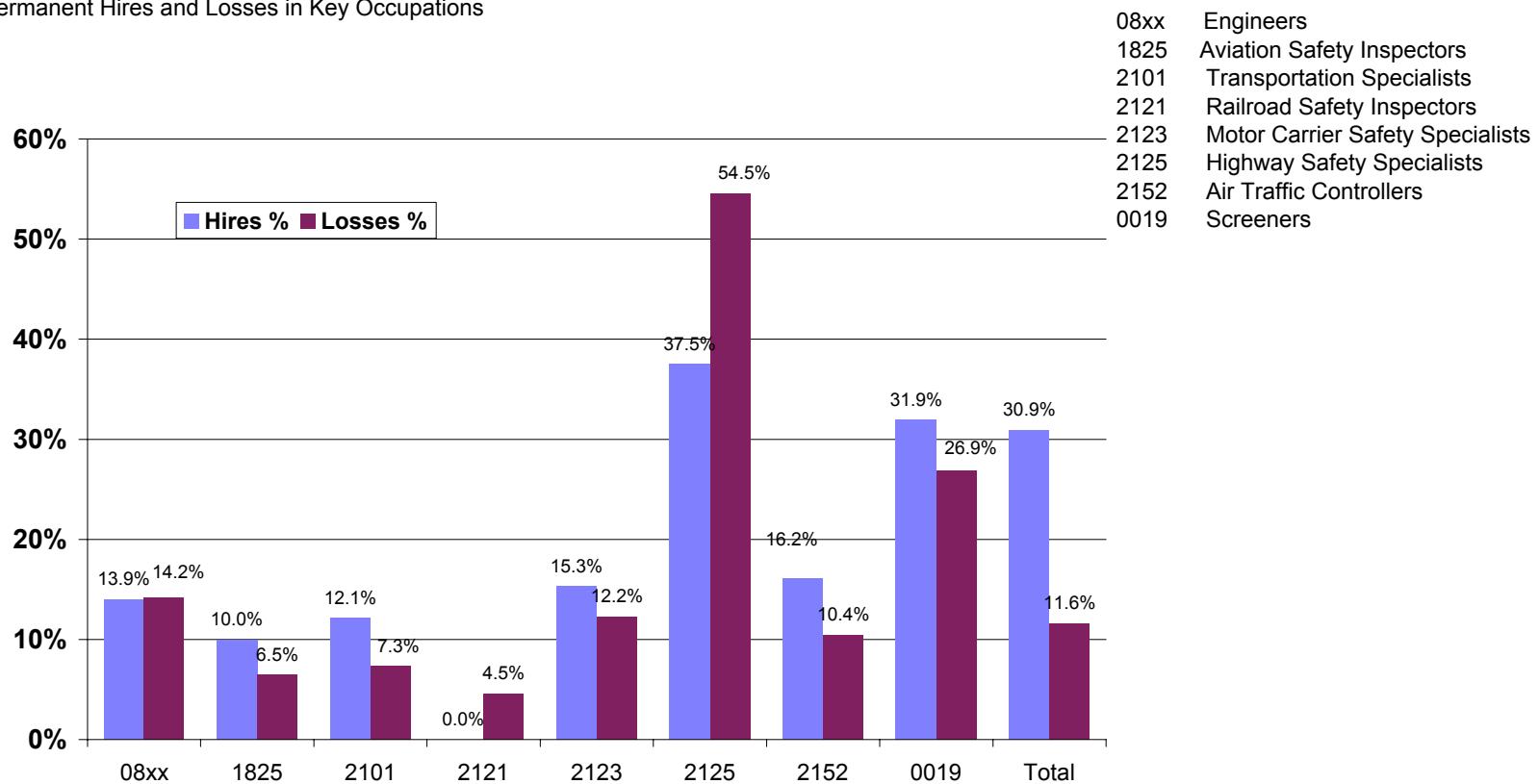
Total DOT Professional and Administrative Hires:

Hires	2,435	2,062	1,622	3,245	7,931
Losses	2,122	1,235	2,147	2,123	2,274

Female Hires and Losses in Key Occupations

As Percent of Permanent Hires and Losses in Key Occupations

FY 02



Females in Key Occupations:

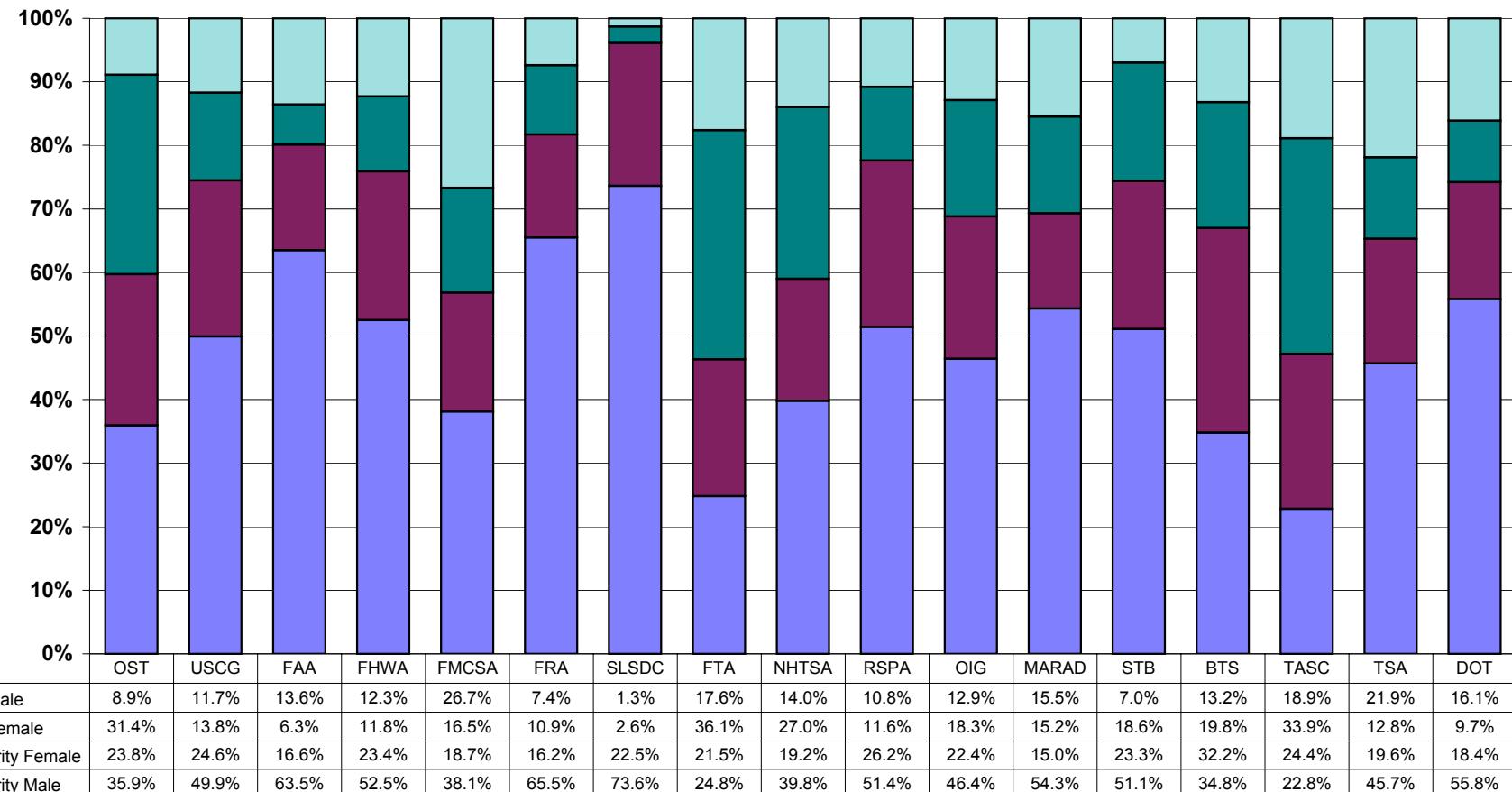
	08xx	1825	2101	2121	2123	2125	2152	0019	Total
Hires	71	20	24	0	35	3	99	9,584	9,836
Losses	43	10	19	1	6	6	72	29	186

Total Key Occupations:

	08xx	1825	2101	2121	2123	2125	2152	0019	Total
Hires	509	201	198	19	229	8	613	30,029	31,806
Losses	303	155	260	22	49	11	690	108	1,598

Minorities and Females by Administration

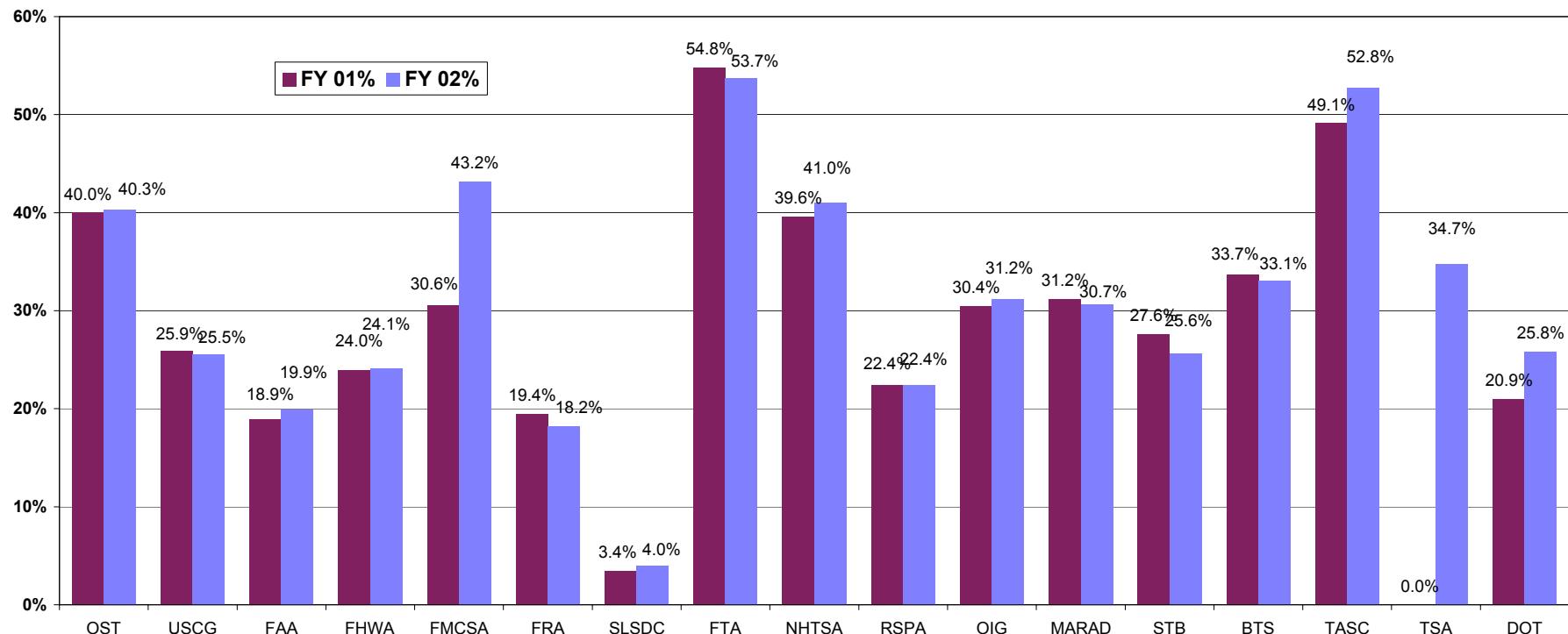
As a Percent of Permanent Employees
FY 02



Minorities by Administration

As a Percent of Permanent Employees

FY 01 and FY 02



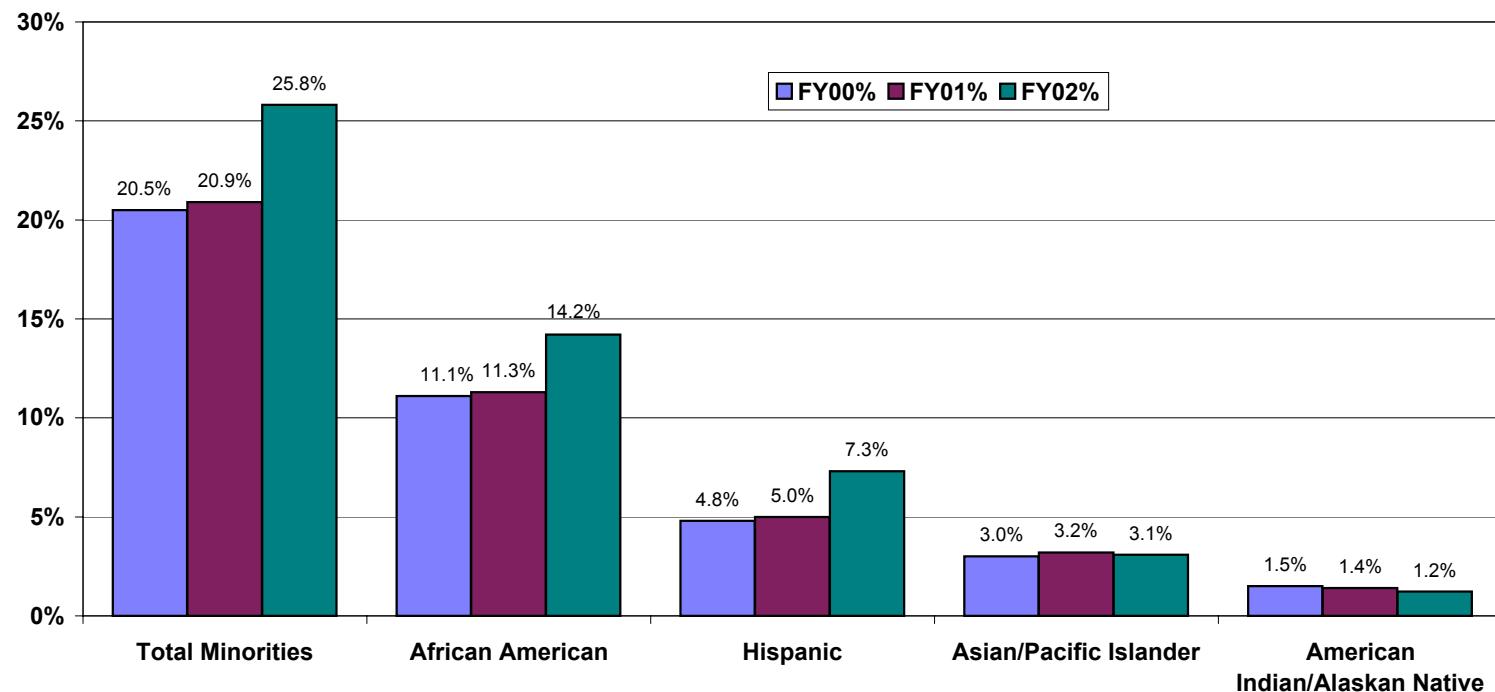
Total Minorities

	212	1,520	10,864	696	426	136	6	275	273	209	145	252	33	40	134	10,867	26,088
FY 02	212	1,520	10,864	696	426	136	6	275	273	209	145	252	33	40	134	10,867	26,088
FY 01	196	1,490	9,429	686	237	145	5	264	250	202	136	255	35	34	138	0	13,502
FY 00	206	1,461	8,950	623	156	139	7	267	235	186	137	261	34	15	132		12,809
FY 99	196	1,424	8,999	729		136	8	269	221	169	135	270	34	5	152		12,747
FY 98	195	1,412	8,969	739		130	8	260	215	172	132	270	35	5	150		12,692

Minorities by Minority Group

As a Percent of Permanent Employees

FY 00 - FY 02



Minorities Onboard:

FY 02	26,088	14,351	7,386	3,116	1,235
FY 01	13,502	7,302	3,203	2,066	931
FY 00	12,809	6,952	3,025	1,908	924
FY 99	12,747	6,937	2,986	1,873	951
FY 98	12,692	6,922	2,953	1,842	975

MINORITY EMPLOYMENT BY ADMINISTRATION

By Minority Group

Permanent Employees

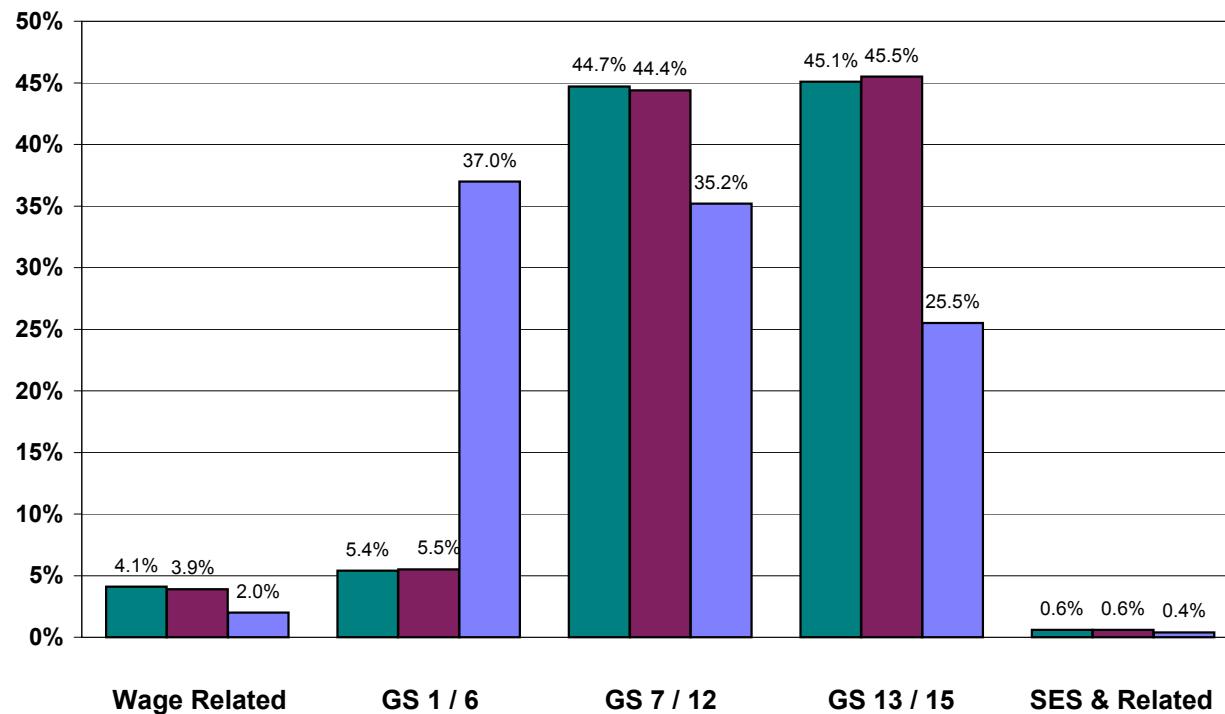
Snapshot - End of Fiscal Year 2002

	African American		Hispanic		Asian/Pacific Islander		American Indian/Alaskan Native		All Minorities		Total Employment
	#	%	#	%	#	%	#	%	#	%	
Operating Admin											
OST	182	34.6	20	3.8	9	1.7	1	0.2	212	40.3	526
USCG	985	16.5	249	4.2	246	4.1	40	0.7	1,520	25.5	5,960
FAA	5,094	9.3	3,191	5.8	1,684	3.1	895	1.6	10,864	19.9	54,581
FHWA	395	13.7	140	4.9	146	5.1	15	0.5	696	24.1	2,885
FMCSA	145	14.7	261	26.5	11	1.1	9	0.9	426	43.2	986
FRA	96	12.9	22	2.9	14	1.9	4	0.5	136	18.2	746
SLSDC	1	0.7	0	0.0	1	0.7	4	2.6	6	4.0	151
FTA	224	43.8	24	4.7	21	4.1	6	1.2	275	53.7	512
NHTSA	201	30.2	28	4.2	40	6.0	4	0.6	273	41.0	666
RSPA	99	10.6	47	5.0	60	6.4	3	0.3	209	22.4	931
OIG	98	21.1	30	6.5	17	3.7	0	0.0	145	31.2	465
MARAD	192	23.4	27	3.3	29	3.5	4	0.5	252	30.7	822
STB	28	21.7	1	0.8	2	1.6	2	1.6	33	25.6	129
BTS	25	20.7	1	0.8	14	11.6	0	0.0	40	33.1	121
TASC	120	47.2	9	3.5	5	2.0	0	0.0	134	52.8	254
TSA	6,466	20.7	3,336	10.7	817	2.6	248	0.8	10,867	34.7	31,301
TOTAL	14,351	14.2	7,386	7.3	3,116	3.1	1,235	1.2	26,088	25.8	101,036

Minorities by Grade Range

As a Percent of Permanent Minority Employees
FY 00 - FY 02

[■ FY00% ■ FY01% ■ FY02%]



Wage Related

GS 1 / 6

GS 7 / 12

GS 13 / 15

SES & Related

Total Minorities:

	514	9,664	9,170	6,645	95
FY 02	514	9,664	9,170	6,645	95
FY 01	533	748	6,000	6,142	79
FY 00	521	698	5,729	5,781	80

NOTE: FAA's and TSA's employees in Pay Banding pay plans are "crosswalked" to equivalent grades on this chart.

MINORITY EMPLOYMENT BY GRADE BY ADMINISTRATION

All Minorities

Permanent Employees

Snapshot - End of Fiscal Year 2002

	OST	USCG	FAA	FHWA	FMCSA	FRA	SLSDC	FTA	NHTSA	RSPA	OIG	MARAD	STB	BTS	TASC	TSA	TOTAL	% DOT in Grade	All DOT
GS-01	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	33.3%	3
GS-02	0	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	2	18.2%	11
GS-03	0	1	26	0	0	0	0	0	0	2	0	1	0	0	1	0	31	45.6%	68
GS-04	1	15	9	8	6	0	0	2	2	5	1	7	1	0	4	0	61	38.4%	159
GS-05	2	73	181	13	96	2	1	6	3	2	1	6	1	0	7	8864	9258	37.4%	24736
GS-06	3	117	111	26	10	7	0	4	5	8	3	13	0	0	4	0	311	34.9%	891
GS-07	10	238	511	63	108	4	1	18	27	20	9	7	0	2	8	12	1038	39.2%	2649
GS-08	17	80	101	21	8	7	2	12	25	6	4	10	1	6	7	0	307	40.2%	764
GS-09	32	133	403	42	45	13	0	29	30	15	15	17	7	2	16	877	1676	33.3%	5038
GS-10	8	9	1424	0	0	3	0	2	3	1	2	1	0	0	0	872	2325	26.9%	8654
GS-11	13	118	287	66	40	12	0	13	25	13	16	20	3	2	22	0	650	24.8%	2623
GS-12	27	206	2437	152	56	45	0	37	26	32	37	27	6	4	18	64	3174	20.6%	15396
GS-13	37	146	2077	177	32	24	0	92	60	58	33	38	6	8	21	53	2862	23.0%	12424
GS-14	39	47	2428	72	19	17	0	35	45	34	16	25	3	13	12	70	2875	14.5%	19853
GS-15	16	15	711	41	4	2	1	21	19	8	7	7	5	3	5	43	908	17.4%	5222
SES	5	1	45	13	2	0	0	4	3	0	1	1	0	0	1	12	88	19.6%	449
WAGE GR	1	319	111	2	0	0	1	0	0	4	0	68	0	0	8	0	514	25.8%	1989
OTHER	1	1	1	0	0	0	0	0	0	0	0	4	0	0	0	0	7	6.5%	107
TOTAL	212	1520	10864	696	426	136	6	275	273	209	145	252	33	40	134	10867	26088	25.8%	101036
AVG GR	11.4	9.4	12.0	11.3	8.6	11.3	8.6	11.6	11.2	11.2	11.5	10.7	11.5	12.0	10.5	5.9	9.1		10.3

Note 1: Average grade is based on grades 1 - 15 and does not include wage grades.

Note 2: FAA's and TSA's employees in Pay Banding pay plans are "crosswalked" to equivalent grades on this chart

FEMALE MINORITY EMPLOYMENT BY GRADE BY ADMINISTRATION

All Minorities

Permanent Employees

Snapshot - End of Fiscal Year 2002

	OST	USCG	FAA	FHWA	FMCSA	FRA	SLSDC	FTA	NHTSA	RSPA	OIG	MARAD	STB	BTS	TASC	TSA	TOTAL	Grade	% DOT in Grade	All DOT
GS-01	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	3	
GS-02	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	11	
GS-03	0	1	9	0	0	0	0	0	0	1	0	1	0	0	1	0	13	19.1%	68	
GS-04	1	9	6	8	6	0	0	2	1	1	1	4	1	0	2	0	42	26.4%	159	
GS-05	2	51	163	8	18	2	1	5	2	1	1	5	1	0	2	3346	3608	14.6%	24736	
GS-06	3	96	102	24	7	7	0	4	4	8	3	10	0	0	4	0	272	30.5%	891	
GS-07	6	192	409	54	37	3	1	16	23	19	8	5	0	2	7	10	792	29.9%	2649	
GS-08	16	78	72	21	8	7	2	11	24	6	4	10	1	6	7	0	273	35.7%	764	
GS-09	30	98	277	32	10	13	0	26	23	12	10	15	5	2	12	293	858	17.0%	5038	
GS-10	7	9	313	0	0	3	0	2	3	1	2	1	0	0	0	236	577	6.7%	8654	
GS-11	13	76	133	27	24	12	0	10	20	7	7	14	3	2	13	0	361	13.8%	2623	
GS-12	25	110	597	59	24	16	0	30	16	17	24	22	6	2	11	29	988	6.4%	15396	
GS-13	24	65	608	74	18	11	0	52	33	18	17	23	4	2	19	35	1003	8.1%	12424	
GS-14	26	22	581	24	8	6	0	17	22	15	6	12	2	8	6	38	793	4.0%	19853	
GS-15	10	6	163	9	2	1	0	9	8	2	2	3	1	0	2	14	232	4.4%	5222	
SES	2	0	15	2	1	0	0	1	1	0	0	0	0	0	0	3	25	5.6%	449	
WAGE GR	0	7	11	0	0	0	0	0	0	0	0	0	0	0	0	0	18	0.9%	1989	
OTHER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	107	
TOTAL	165	820	3459	342	163	81	4	185	180	108	85	125	24	24	86	4004	9855	9.8%	101036	
AVG GR	11.1	8.9	11.0	10.3	9.2	10.4	7.0	11.0	10.6	10.3	10.9	10.4	10.9	11.0	10.4	5.8	8.6		10.3	

Note 1: Average grade is based on grades 1 - 15 and does not include wage grades.

Note 2: FAA's and TSA's employees in Pay Banding pay plans are "crosswalked" to equivalent grades on this chart

MINORITY EMPLOYMENT BY GRADE BY ADMINISTRATION

African American

Permanent Employees

Snapshot - End of Fiscal Year 2002

	OST	USCG	FAA	FHWA	FMCSA	FRA	SLSDC	FTA	NHTSA	RSPA	OIG	MARAD	STB	BTS	TASC	TSA	TOTAL	Grade	% DOT in Grade	All DOT
GS-01	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	33.3%	3	
GS-02	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	11	
GS-03	0	1	13	0	0	0	0	0	0	1	0	1	0	0	1	0	17	25.0%	68	
GS-04	1	9	5	7	1	0	0	2	2	3	1	5	1	0	4	0	41	25.8%	159	
GS-05	2	52	98	9	3	1	0	6	3	2	1	5	1	0	7	5341	5531	22.4%	24736	
GS-06	3	88	83	20	8	5	0	3	3	4	3	10	0	0	4	0	234	26.3%	891	
GS-07	10	159	303	54	21	4	1	14	23	12	7	6	0	2	8	9	633	23.9%	2649	
GS-08	16	67	64	20	7	7	0	11	24	5	4	10	1	5	7	0	248	32.5%	764	
GS-09	32	90	233	26	8	11	0	25	26	8	7	16	7	2	14	494	999	19.8%	5038	
GS-10	7	9	584	0	0	3	0	2	2	1	1	1	0	0	0	470	1080	12.5%	8654	
GS-11	13	81	162	36	23	12	0	8	21	9	10	18	3	2	21	0	419	16.0%	2623	
GS-12	24	101	1095	75	32	29	0	33	18	19	23	23	6	4	13	39	1534	10.0%	15396	
GS-13	31	81	918	87	23	16	0	79	40	14	24	29	5	5	20	41	1413	11.4%	12424	
GS-14	28	25	1068	36	15	7	0	22	24	16	11	18	2	4	8	38	1322	6.7%	19853	
GS-15	9	6	385	15	3	1	0	16	13	3	5	5	2	1	4	27	495	9.5%	5222	
SES	4	1	26	9	1	0	0	3	2	0	1	1	0	0	1	7	56	12.5%	449	
WAGE GR	1	214	56	1	0	0	0	0	0	2	0	43	0	0	8	0	325	16.3%	1989	
OTHER	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	3	2.8%	107	
TOTAL	182	985	5094	395	145	96	1	224	201	99	98	192	28	25	120	6466	14351	14.2%	101036	
AVG GR	11.1	9.1	11.8	10.7	10.6	10.9	7.0	11.5	10.8	10.6	11.4	10.6	11.0	11.1	10.2	5.9	8.8		10.3	

Note 1: Average grade is based on grades 1 - 15 and does not include wage grades.

Note 2: FAA's and TSA's employees in Pay Banding pay plans are "crosswalked" to equivalent grades on this chart

FEMALE MINORITY EMPLOYMENT BY GRADE BY ADMINISTRATION

African American

Permanent Employees

Snapshot - End of Fiscal Year 2002

	OST	USCG	FAA	FHWA	FMCSA	FRA	SLSDC	FTA	NHTSA	RSPA	OIG	MARAD	STB	BTS	TASC	TSA	TOTAL	Grade	% DOT in All DOT
GS-01	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	3	
GS-02	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	11	
GS-03	0	1	6	0	0	0	0	0	0	0	0	1	0	0	1	0	9	13.2%	68
GS-04	1	6	3	7	1	0	0	2	1	1	1	3	1	0	2	0	29	18.2%	159
GS-05	2	40	89	5	2	1	0	5	2	1	1	4	1	0	2	2280	2435	9.8%	24736
GS-06	3	74	77	18	5	5	0	3	2	4	3	8	0	0	4	0	206	23.1%	891
GS-07	6	135	248	49	19	3	1	13	19	12	7	4	0	2	7	8	533	20.1%	2649
GS-08	15	66	49	20	7	7	0	11	23	5	4	10	1	5	7	0	230	30.1%	764
GS-09	30	73	173	23	5	11	0	23	21	6	5	14	5	2	11	185	587	11.7%	5038
GS-10	6	9	176	0	0	3	0	2	2	1	1	1	0	0	0	148	349	4.0%	8654
GS-11	13	58	91	17	22	12	0	6	17	4	5	13	3	2	12	0	275	10.5%	2623
GS-12	24	72	373	40	18	16	0	27	11	11	15	20	6	2	7	24	666	4.3%	15396
GS-13	21	54	391	54	15	10	0	49	26	7	13	22	3	2	19	29	715	5.8%	12424
GS-14	20	12	341	17	6	4	0	16	17	8	4	11	2	4	4	22	488	2.5%	19853
GS-15	4	3	119	7	1	1	0	9	5	1	1	3	0	0	2	8	164	3.1%	5222
SES	2	0	9	2	1	0	0	1	1	0	0	0	0	0	0	2	18	4.0%	449
WAGE GR	0	7	8	0	0	0	0	0	0	0	0	0	0	0	0	0	15	0.8%	1989
OTHER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	107
TOTAL	147	610	2153	259	102	73	1	167	147	61	60	114	22	19	78	2706	6719	6.7%	101036
AVG GR	10.8	8.8	11.0	10.1	10.2	10.5	7.0	11.1	10.4	10.1	10.6	10.5	10.6	10.5	10.2	5.8	8.6		10.3

Note 1: Average grade is based on grades 1 - 15 and does not include wage grades.

Note 2: FAA's and TSA's employees in Pay Banding pay plans are "crosswalked" to equivalent grades on this chart

MINORITY EMPLOYMENT BY GRADE BY ADMINISTRATION

American Indian/Alaskan Native

Permanent Employees
Snapshot - End of Fiscal Year 2002

	OST	USCG	FAA	FHWA	FMCSA	FRA	SLSDC	FTA	NHTSA	RSPA	OIG	MARAD	STB	BTS	TASC	TSA	TOTAL	Grade	% DOT in All DOT
GS-01	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	3
GS-02	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	11
GS-03	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2.9%	68
GS-04	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0.6%	159
GS-05	0	1	11	0	0	0	1	0	0	0	0	0	0	0	0	184	197	0.8%	24736
GS-06	0	3	1	1	0	0	0	0	0	0	0	1	0	0	0	0	6	0.7%	891
GS-07	0	7	28	2	1	0	0	0	1	0	0	0	0	0	0	1	40	1.5%	2649
GS-08	0	1	7	0	0	0	2	0	0	0	0	0	0	0	0	0	10	1.3%	764
GS-09	0	3	25	1	0	2	0	0	0	1	0	0	0	0	0	21	53	1.1%	5038
GS-10	0	0	101	0	0	0	0	0	0	0	0	0	0	0	0	35	136	1.6%	8654
GS-11	0	1	25	1	0	0	0	1	0	0	0	0	0	0	0	0	28	1.1%	2623
GS-12	0	7	223	2	6	2	0	1	0	0	0	0	0	0	0	0	241	1.6%	15396
GS-13	0	4	160	5	1	0	0	1	1	0	0	2	1	0	0	1	176	1.4%	12424
GS-14	0	3	216	0	1	0	0	3	1	2	0	0	0	0	0	5	231	1.2%	19853
GS-15	1	1	79	2	0	0	0	0	1	0	0	0	1	0	0	1	86	1.6%	5222
SES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	449
WAGE GR	0	9	16	1	0	0	1	0	0	0	0	1	0	0	0	0	28	1.4%	1989
OTHER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	107
TOTAL	1	40	895	15	9	4	4	6	4	3	0	4	2	0	0	248	1235	1.2%	101036
AVG GR	15.0	10.0	12.3	11.4	11.8	10.5	7.0	13.0	12.3	12.3	0.0	10.7	14.0	0.0	0.0	6.3	11.0		10.3

Note 1: Average grade is based on grades 1 - 15 and does not include wage grades.

Note 2: FAA's and TSA's employees in Pay Banding pay plans are "crosswalked" to equivalent grades on this chart

FEMALE MINORITY EMPLOYMENT BY GRADE BY ADMINISTRATION

American Indian/Alaskan Native

Permanent Employees
Snapshot - End of Fiscal Year 2002

	OST	USCG	FAA	FHWA	FMCSA	FRA	SLSDC	FTA	NHTSA	RSPA	OIG	MARAD	STB	BTS	TASC	TSA	TOTAL	Grade	% DOT in All DOT
GS-01	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	3	
GS-02	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	11	
GS-03	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	68	
GS-04	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0.6%	159	
GS-05	0	1	11	0	0	0	1	0	0	0	0	0	0	0	74	87	0.4%	24736	
GS-06	0	3	1	1	0	0	0	0	0	0	0	0	0	0	0	5	0.6%	891	
GS-07	0	6	26	0	1	0	0	0	1	0	0	0	0	0	0	34	1.3%	2649	
GS-08	0	1	6	0	0	0	2	0	0	0	0	0	0	0	0	9	1.2%	764	
GS-09	0	1	17	1	0	2	0	0	0	1	0	0	0	0	0	8	30	0.6%	5038
GS-10	0	0	38	0	0	0	0	0	0	0	0	0	0	0	0	9	47	0.5%	8654
GS-11	0	0	9	1	0	0	0	0	1	0	0	0	0	0	0	0	11	0.4%	2623
GS-12	0	2	41	1	2	0	0	0	0	0	0	0	0	0	0	0	46	0.3%	15396
GS-13	0	0	32	1	0	0	0	0	1	0	0	0	0	1	0	0	36	0.3%	12424
GS-14	0	3	38	0	1	0	0	0	1	1	0	0	0	0	0	3	47	0.2%	19853
GS-15	1	1	7	0	0	0	0	0	0	0	0	0	0	0	0	9	0.2%	5222	
SES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	449	
WAGE GR	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2	0.1%	1989	
OTHER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	107	
TOTAL	1	18	229	5	4	2	3	1	3	2	0	0	1	0	0	95	364	0.4%	101036
AVG GR	15.0	9.1	10.9	10.2	11.3	9.0	7.0	11.0	11.3	11.5	0.0	0.0	13.0	0.0	0.0	6.2	9.5		10.3

Note 1: Average grade is based on grades 1 - 15 and does not include wage grades.

Note 2: FAA's and TSA's employees in Pay Banding pay plans are "crosswalked" to equivalent grades on this chart

MINORITY EMPLOYMENT BY GRADE BY ADMINISTRATION
Asian/Pacific Islander

Permanent Employees
Snapshot - End of Fiscal Year 2002

	OST	USCG	FAA	FHWA	FMCSA	FRA	SLSDC	FTA	NHTSA	RSPA	OIG	MARAD	STB	BTS	TASC	TSA	TOTAL	Grade	% DOT in All DOT
GS-01	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	3
GS-02	0	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	2	18.2%	11
GS-03	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1.5%	68
GS-04	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	4	2.5%	159
GS-05	0	11	24	0	1	0	0	0	0	0	0	1	0	0	0	643	680	2.7%	24736
GS-06	0	10	7	0	0	1	0	1	0	1	0	1	0	0	0	0	21	2.4%	891
GS-07	0	33	50	4	0	0	0	0	0	4	2	1	0	0	0	0	94	3.5%	2649
GS-08	0	7	10	0	1	0	0	0	0	0	0	0	0	1	0	0	19	2.5%	764
GS-09	0	23	48	7	2	0	0	1	2	4	2	1	0	0	0	69	159	3.2%	5038
GS-10	0	0	154	0	0	0	0	0	0	0	1	0	0	0	0	79	234	2.7%	8654
GS-11	0	18	26	10	0	0	0	3	3	3	2	1	0	0	0	0	66	2.5%	2623
GS-12	1	53	379	42	2	3	0	1	5	4	4	2	0	0	3	9	508	3.3%	15396
GS-13	3	41	463	48	4	4	0	6	14	29	3	4	0	3	0	5	627	5.0%	12424
GS-14	3	12	423	19	0	6	0	7	13	12	2	7	0	8	1	7	520	2.6%	19853
GS-15	1	4	75	13	1	0	1	1	2	2	1	2	2	2	1	3	111	2.1%	5222
SES	1	0	8	3	0	0	0	1	1	0	0	0	0	0	0	2	16	3.6%	449
WAGE GR	0	31	13	0	0	0	0	0	0	0	0	7	0	0	0	0	51	2.6%	1989
OTHER	0	1	0	0	0	0	0	0	0	0	0	2	0	0	0	0	3	2.8%	107
TOTAL	9	246	1684	146	11	14	1	21	40	60	17	29	2	14	5	817	3116	3.1%	101036
AVG GR	13.5	10.3	12.3	12.5	11.1	12.7	15.0	12.6	12.9	12.1	11.4	12.1	15.0	13.5	13.0	6.1	10.5		10.3

Note 1: Average grade is based on grades 1 - 15 and does not include wage grades.

Note 2: FAA's and TSA's employees in Pay Banding pay plans are "crosswalked" to equivalent grades on this chart

FEMALE MINORITY EMPLOYMENT BY GRADE BY ADMINISTRATION
Asian/Pacific Islander

Permanent Employees
Snapshot - End of Fiscal Year 2002

	OST	USCG	FAA	FHWA	FMCSA	FRA	SLSDC	FTA	NHTSA	RSPA	OIG	MARAD	STB	BTS	TASC	TSA	TOTAL	Grade	% DOT in All DOT
GS-01	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	3
GS-02	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	11
GS-03	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	68
GS-04	0	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	3	1.9%	159
GS-05	0	5	20	0	1	0	0	0	0	0	0	1	0	0	0	170	197	0.8%	24736
GS-06	0	9	5	0	0	1	0	1	0	1	0	1	0	0	0	0	18	2.0%	891
GS-07	0	25	39	2	0	0	0	0	0	3	1	1	0	0	0	0	71	2.7%	2649
GS-08	0	6	7	0	1	0	0	0	0	0	0	0	0	1	0	0	15	2.0%	764
GS-09	0	13	31	5	0	0	0	1	1	3	2	1	0	0	0	22	79	1.6%	5038
GS-10	0	0	27	0	0	0	0	0	0	0	1	0	0	0	0	20	48	0.6%	8654
GS-11	0	8	8	3	0	0	0	2	2	2	1	1	0	0	0	0	27	1.0%	2623
GS-12	1	14	68	9	1	0	0	1	3	1	3	1	0	0	2	3	107	0.7%	15396
GS-13	2	6	89	12	1	1	0	2	5	8	1	0	0	0	0	2	129	1.0%	12424
GS-14	3	5	72	4	0	1	0	0	1	4	1	1	0	3	0	3	98	0.5%	19853
GS-15	1	2	11	2	1	0	0	0	1	0	1	0	1	0	0	1	21	0.4%	5222
SES	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0.4%	449
WAGE GR	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0.1%	1989
OTHER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	107
TOTAL	7	95	381	37	5	3	0	7	13	22	11	7	1	4	2	221	816	0.8%	101036
AVG GR	13.6	9.1	11.2	11.9	10.6	11.0	0.0	10.7	12.4	11.3	11.3	9.1	15.0	12.5	12.0	6.2	9.7		10.3

Note 1: Average grade is based on grades 1 - 15 and does not include wage grades.

Note 2: FAA's and TSA's employees in Pay Banding pay plans are "crosswalked" to equivalent grades on this chart

MINORITY EMPLOYMENT BY GRADE BY ADMINISTRATION

Hispanic

Permanent Employees
Snapshot - End of Fiscal Year 2002

	OST	USCG	FAA	FHWA	FMCSA	FRA	SLSDC	FTA	NHTSA	RSPA	OIG	MARAD	STB	BTS	TASC	TSA	TOTAL	Grade	% DOT in All DOT
GS-01	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	3
GS-02	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	11
GS-03	0	0	10	0	0	0	0	0	0	1	0	0	0	0	0	0	11	16.2%	68
GS-04	0	4	1	1	5	0	0	0	0	2	0	2	0	0	0	0	15	9.4%	159
GS-05	0	9	48	4	92	1	0	0	0	0	0	0	0	0	0	2696	2850	11.5%	24736
GS-06	0	16	20	5	2	1	0	0	2	3	0	1	0	0	0	0	50	5.6%	891
GS-07	0	39	130	3	86	0	0	4	3	4	0	0	0	0	0	2	271	10.2%	2649
GS-08	1	5	20	1	0	0	0	1	1	1	0	0	0	0	0	0	30	3.9%	764
GS-09	0	17	97	8	35	0	0	3	2	2	6	0	0	0	2	293	465	9.2%	5038
GS-10	1	0	585	0	0	0	0	0	1	0	0	0	0	0	0	288	875	10.1%	8654
GS-11	0	18	74	19	17	0	0	1	1	1	4	1	0	0	1	0	137	5.2%	2623
GS-12	2	45	740	33	16	11	0	2	3	9	10	2	0	0	2	16	891	5.8%	15396
GS-13	3	20	536	37	4	4	0	6	5	15	6	3	0	0	1	6	646	5.2%	12424
GS-14	8	7	721	17	3	4	0	3	7	4	3	0	1	1	3	20	802	4.0%	19853
GS-15	5	4	172	11	0	1	0	4	3	3	1	0	0	0	0	12	216	4.1%	5222
SES	0	0	11	1	1	0	0	0	0	0	0	0	0	0	0	3	16	3.6%	449
WAGE GR	0	65	26	0	0	0	0	0	0	2	0	17	0	0	0	0	110	5.5%	1989
OTHER	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0.9%	107
TOTAL	20	249	3191	140	261	22	0	24	28	47	30	27	1	1	9	3336	7386	7.3%	101036
AVG GR	13.4	9.7	11.9	11.8	7.2	12.1	0.0	11.6	11.6	11.1	11.8	9.8	14.0	14.0	12.0	5.9	8.9		10.3

Note 1: Average grade is based on grades 1 - 15 and does not include wage grades.

Note 2: FAA's and TSA's employees in Pay Banding pay plans are "crosswalked" to equivalent grades on this chart

FEMALE MINORITY EMPLOYMENT BY GRADE BY ADMINISTRATION

Hispanic

Permanent Employees
Snapshot - End of Fiscal Year 2002

	OST	USCG	FAA	FHWA	FMCSA	FRA	SLSDC	FTA	NHTSA	RSPA	OIG	MARAD	STB	BTS	TASC	TSA	TOTAL	Grade	% DOT in All DOT
GS-01	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	3
GS-02	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	11
GS-03	0	0	3	0	0	0	0	0	0	1	0	0	0	0	0	0	4	5.9%	68
GS-04	0	1	1	1	5	0	0	0	0	0	0	1	0	0	0	0	9	5.7%	159
GS-05	0	5	43	3	15	1	0	0	0	0	0	0	0	0	0	822	889	3.6%	24736
GS-06	0	10	19	5	2	1	0	0	2	3	0	1	0	0	0	0	43	4.8%	891
GS-07	0	26	96	3	17	0	0	3	3	4	0	0	0	0	0	2	154	5.8%	2649
GS-08	1	5	10	1	0	0	0	0	1	1	0	0	0	0	0	0	19	2.5%	764
GS-09	0	11	56	3	5	0	0	2	1	2	3	0	0	0	1	78	162	3.2%	5038
GS-10	1	0	72	0	0	0	0	0	1	0	0	0	0	0	0	59	133	1.5%	8654
GS-11	0	10	25	6	2	0	0	1	1	1	1	0	0	0	1	0	48	1.8%	2623
GS-12	0	22	115	9	3	0	0	2	2	5	6	1	0	0	2	2	169	1.1%	15396
GS-13	1	5	96	7	2	0	0	1	1	3	3	1	0	0	0	3	123	1.0%	12424
GS-14	3	2	130	3	1	1	0	1	3	2	1	0	0	1	2	10	160	0.8%	19853
GS-15	4	0	26	0	0	0	0	0	2	1	0	0	0	0	0	5	38	0.7%	5222
SES	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	1	5	1.1%	449
WAGE GR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	1989
OTHER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	107
TOTAL	10	97	696	41	52	3	0	10	17	23	14	4	0	1	6	982	1956	1.9%	101036
AVG GR	13.3	9.0	10.7	10.0	7.1	8.3	0.0	10.1	10.6	9.9	11.6	8.8	0.0	14.0	12.0	5.8	8.1		10.3

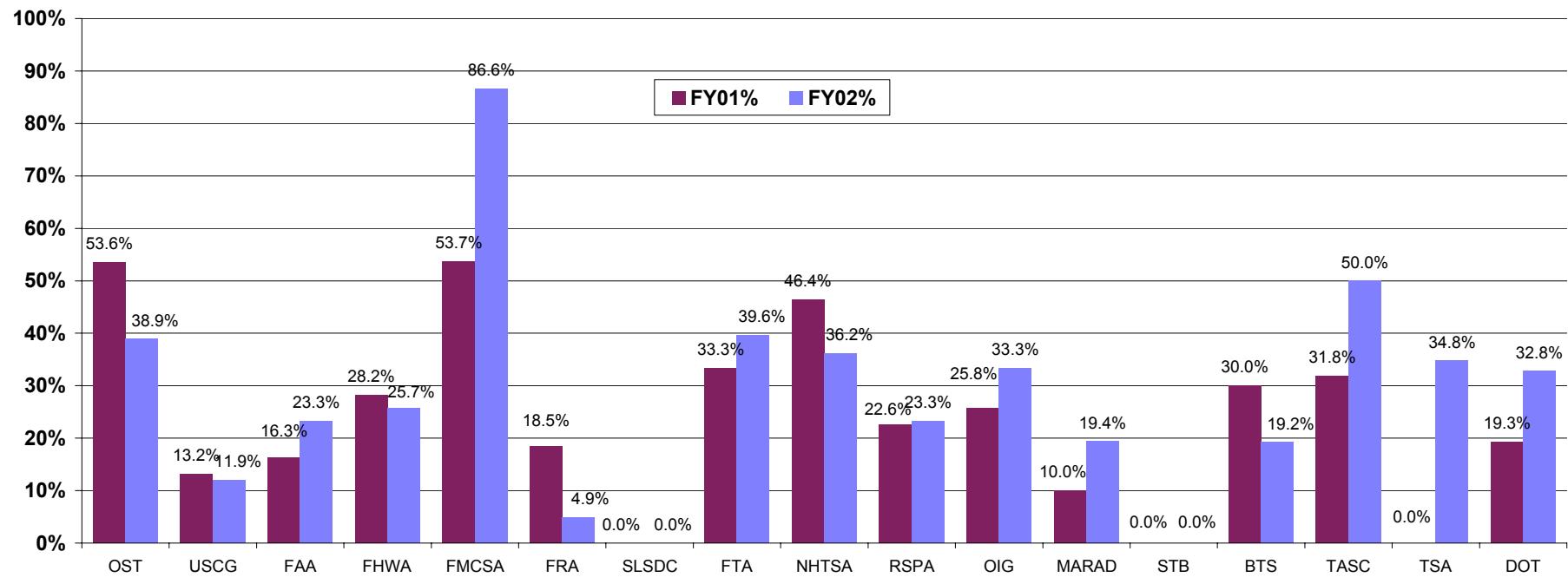
Note 1: Average grade is based on grades 1 - 15 and does not include wage grades.

Note 2: FAA's and TSA's employees in Pay Banding pay plans are "crosswalked" to equivalent grades on this chart

Minority Hires by Administration

As a Percent of Total Permanent Hires

FY 01 and FY 02



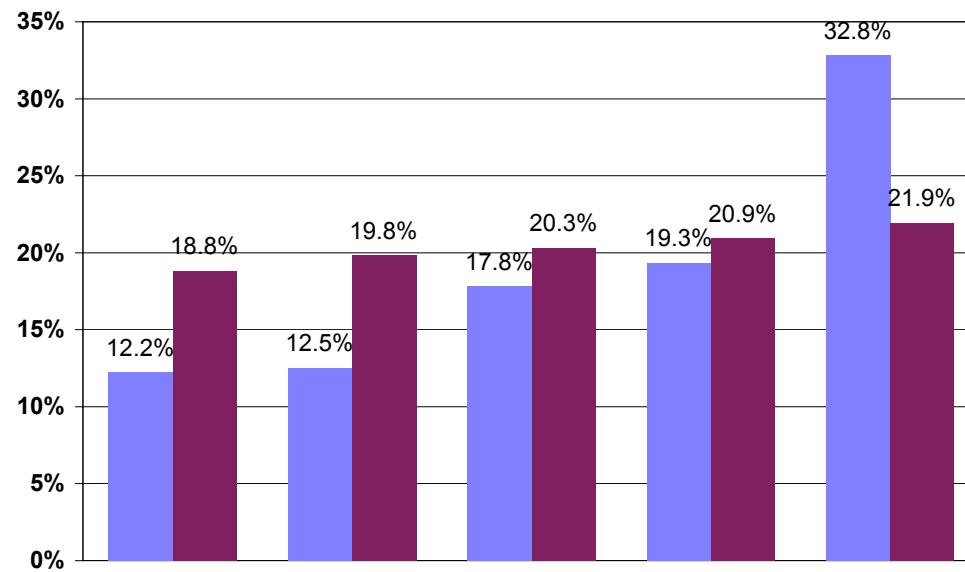
Total Minority Hires:

	21	67	1,512	57	233	2	0	19	21	24	21	6	0	5	11	10,755	12,754
FY 02	21	67	1,512	57	233	2	0	19	21	24	21	6	0	5	11	10,755	12,754
FY 01	15	71	477	86	73	12	0	9	32	19	16	4	0	12	14	840	840
FY 00	13	61	127	68	5	9	0	9	15	15	21	6	0	6	2	357	357
FY 99	10	72	133	29		10	0	24	14	12	13	3	0	0	7	327	327
FY 98	6	87	209	26		7	0	14	10	11	26	4	0	0	8	408	408

Minority Hires and Losses

As a Percent of Total Hires and Losses of Permanent Employees
FY 98 - FY 02

■ Hires % ■ Losses %



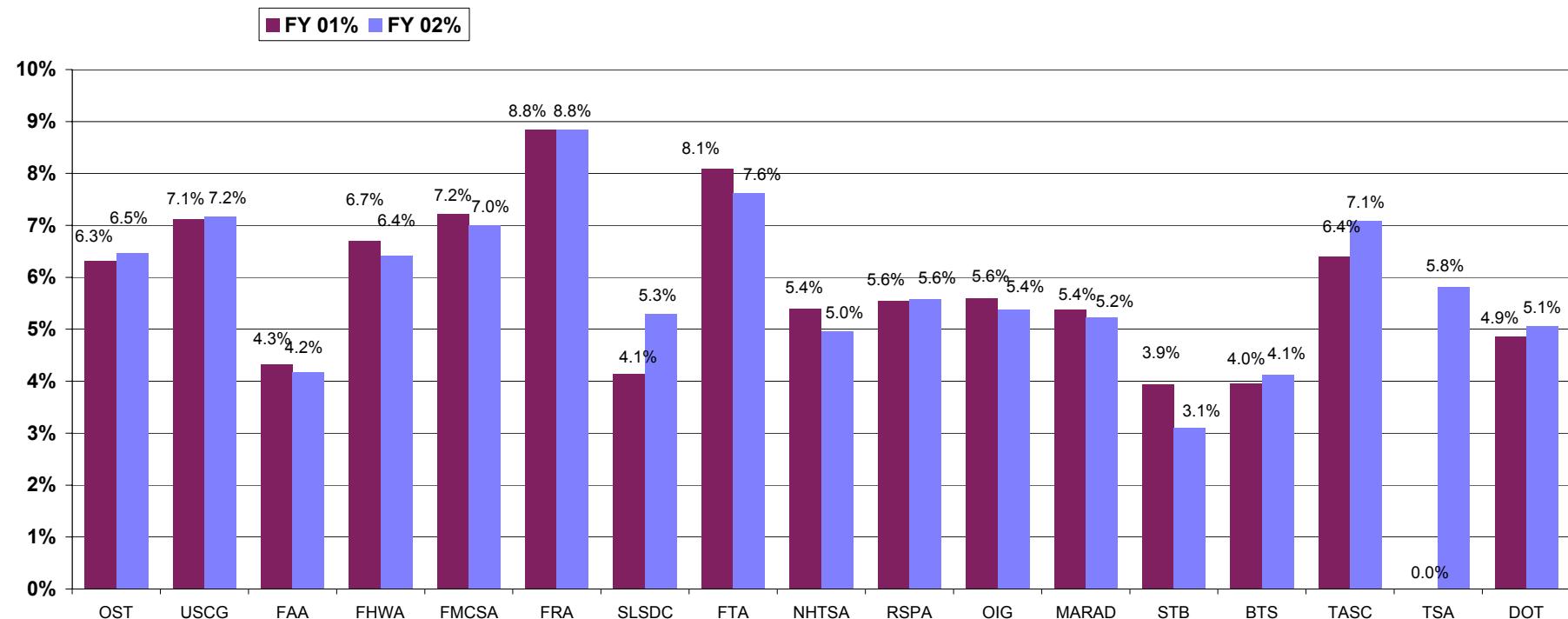
Minorities:

	98	99	00	01	02
Hires	408	327	357	840	12754
Losses	553	551	583	579	652

Employees with Disabilities by Administration

As a Percent of Permanent Employees

FY 01 and FY 02



Employees with Disabilities

FY 02	34	427	2,282	185	69	66	8	39	33	52	25	43	4	5	18	1,822	5,112
FY 01	31	409	2,161	192	56	66	6	39	34	50	25	44	5	4	18		3,140
FY 00	34	401	2,016	180	53	56	6	39	35	47	26	47	5	3	18		2,966
FY 99	35	375	2,068	234		61	6	41	31	51	27	50	7	1	19		3,006
FY 98	38	393	2,092	246		56	8	43	40	49	27	56	7	2	19		3,076

EMPLOYEES WITH DISABILITIES BY GRADE BY ADMINISTRATION

Permanent Employees

Snapshot - End of Fiscal Year 2002

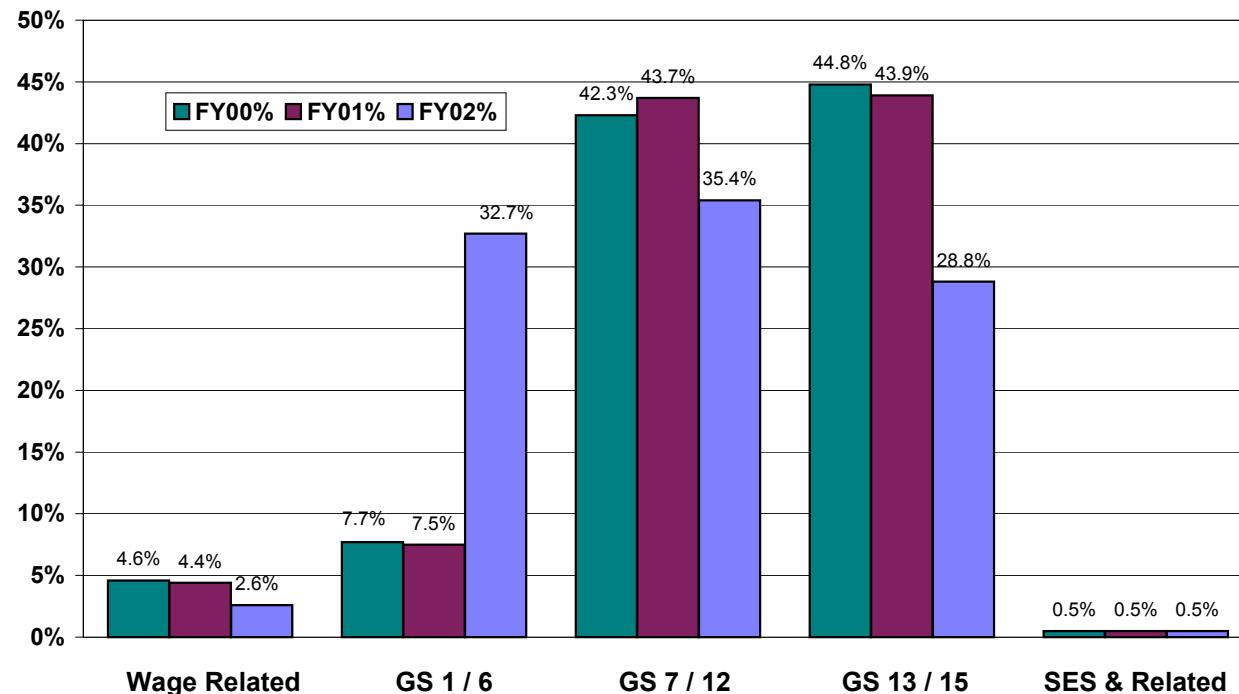
	OST	USCG	FAA	FHWA	FMCSA	FRA	SLSDC	FTA	NHTSA	RSPA	OIG	MARAD	STB	BTS	TASC	TSA	TOTAL	Grade	% DOT in All DOT
GS-01	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	33.3%	3	
GS-02	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	9.1%	11	
GS-03	0	1	6	0	0	0	0	0	1	0	0	0	0	0	0	8	11.8%	68	
GS-04	0	9	3	3	0	0	0	0	2	1	1	0	0	0	2	21	13.2%	159	
GS-05	0	21	64	9	7	4	1	2	0	1	0	2	0	0	1	1438	1550	6.3%	24736
GS-06	1	33	40	8	1	1	0	1	0	1	1	3	0	0	1	0	91	10.2%	891
GS-07	3	68	115	13	10	1	1	2	2	1	1	1	0	0	0	218	8.2%	2649	
GS-08	0	12	28	1	0	2	0	2	1	1	0	1	0	0	1	0	49	6.4%	764
GS-09	2	24	97	9	2	1	1	2	3	2	1	1	0	1	1	160	307	6.1%	5038
GS-10	1	3	185	1	0	0	0	0	0	0	0	0	0	0	0	162	352	4.1%	8654
GS-11	2	47	43	22	3	1	1	1	2	4	3	1	0	0	0	0	130	5.0%	2623
GS-12	2	56	557	36	24	31	1	8	2	7	7	1	0	1	4	18	755	4.9%	15396
GS-13	5	47	443	50	13	14	0	13	5	15	8	8	0	0	4	10	635	5.1%	12424
GS-14	9	17	517	19	5	8	0	3	9	11	1	9	1	1	2	22	634	3.2%	19853
GS-15	7	7	139	9	3	2	0	4	8	4	0	4	2	2	2	9	202	3.9%	5222
SES	1	0	8	5	1	1	0	1	0	0	1	0	1	0	0	3	22	4.9%	449
WAGE GR	0	81	36	0	0	0	3	0	1	1	0	11	0	0	0	0	133	6.7%	1989
OTHER	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	3	2.8%	107	
TOTAL	34	427	2282	185	69	66	8	39	33	52	25	43	4	5	18	1822	5112	5.1%	101036
AVG GR	12.4	9.6	11.9	11.2	10.8	11.8	8.8	11.6	12.7	11.6	11.3	11.5	14.7	13.0	10.8	6.1	9.5		10.3

Note 1: Average grade is based on grades 1 - 15 and does not include wage grades.

Note 2: FAA's and TSA's employees in Pay Banding pay plans are "crosswalked" to equivalent grades on this chart

Employees with Disabilities by Grade Range

As a Percent of Permanent Employees with Disabilities
FY 00 - FY 02



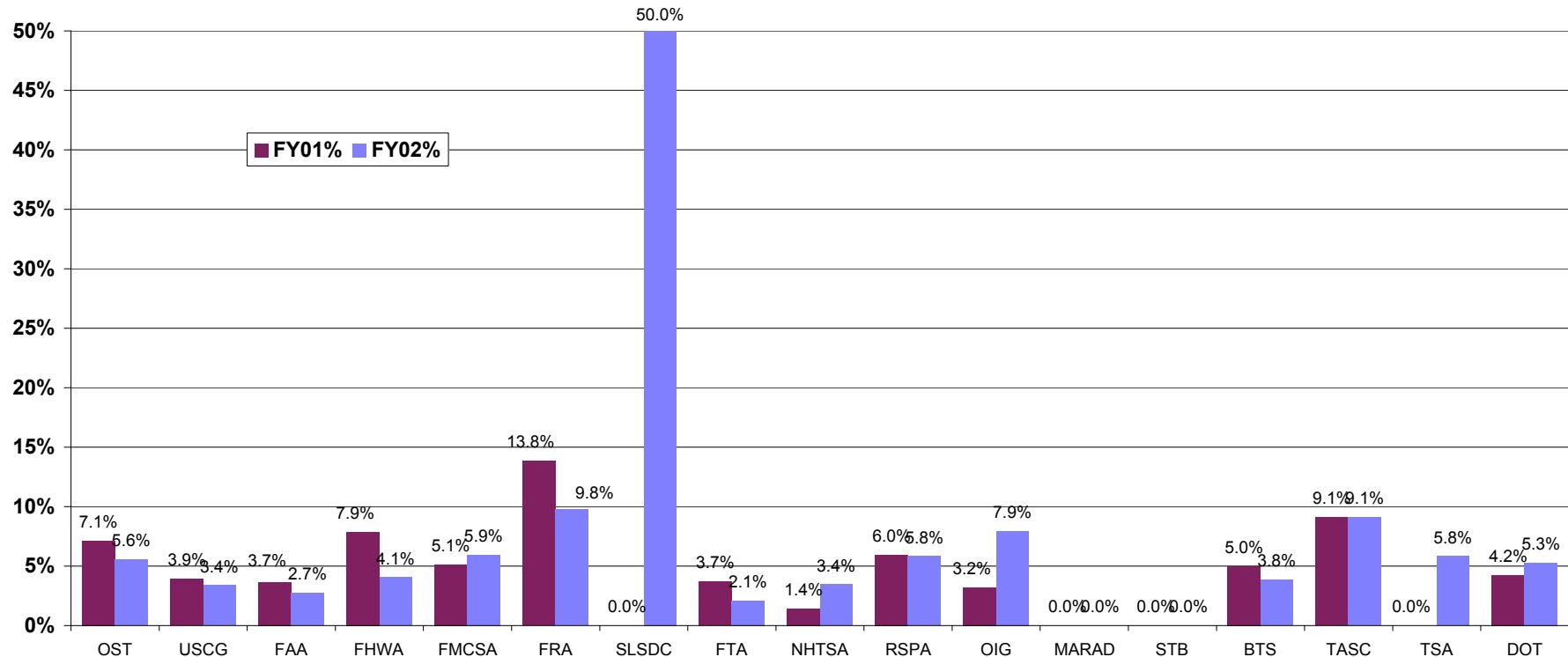
Total Employees with Disabilities:

FY 02	133	1672	1811	1471	25
FY 01	139	237	1371	1378	15
FY 00	136	230	1255	1329	16

Hires of Employees with Disabilities by Administration

As a Percent of Total Permanent Hires

FY 01 and FY 02



Hires of Employees with Disabilities:

FY 02	3	19	177	9	16	4	1	1	2	6	5	0	0	1	2	1,800	2,046
FY 01	2	21	107	24	7	9	0	1	1	5	2	0	0	2	4		185
FY 00	1	18	45	17	3	2	0	0	3	3	3	2	0	3	1		101
FY 99	0	14	23	7		6	0	0	0	4	1	0	0	0	0		55
FY 98	2	30	42	13		2	0	0	2	4	3	0	0	0	3		101

Hires and Losses of Employees with Disabilities

As a Percent of Total Hires and Losses of Permanent Employees
FY 98 - FY 02



Employees with Disabilities:

	101	55	101	185	2046
Hires	101	55	101	185	2046
Losses	209	190	225	212	235

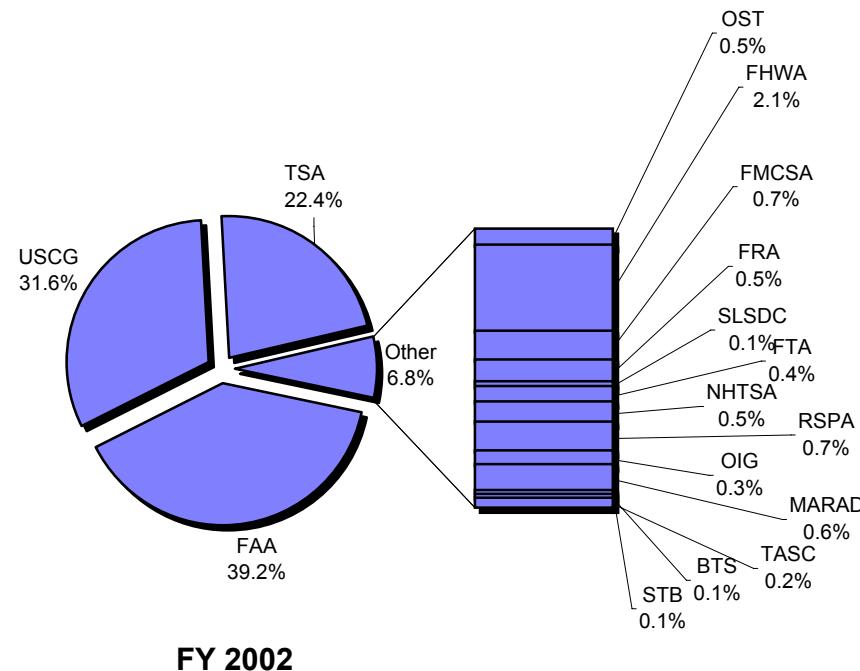
PART V

Total Workforce Summary

PART V contains summary information about the entire DOT workforce, not just permanent or civilian employees.

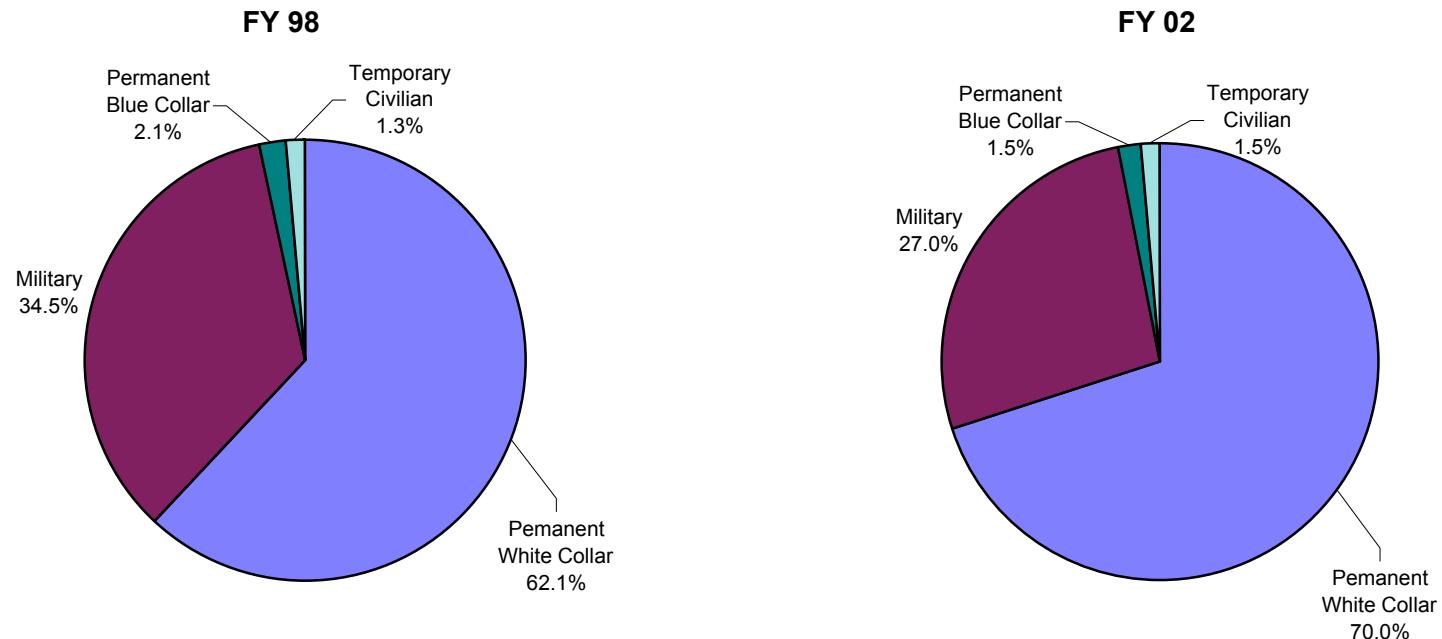
This part includes tables and charts that reflect the number of employees by Administration and by appointment type, i.e., civilian permanent, civilian temporary, or military. We also look at total civilian employment by work tour, i.e., full-time, part-time, intermittent, or job sharer.

This chart reflects the relative size of each DOT administration. It includes all civilian and military employees.



Total DOT Workforce by Types of Employment

FY 98 and FY 02



	FY 98	FY 99	FY 00	FY 01	FY 02
Civilian					
Permanent White Collar	61,687	61,025	60,427	62,318	98,869
Permanent Blue Collar	2,118	2,071	2,139	2,154	2,167
Temporary	1,257	1,257	1,235	1,331	2,082
Temporary as % Civilian	1.9%	2.0%	1.9%	2.0%	2.0%
TOTAL CIVILIAN	65,062	64,353	63,801	65,803	103,118
TOTAL MILITARY	34,325	35,534	35,952	36,106	38,136
Military as % DOT	34.5%	35.6%	36.0%	35.4%	27.0%
TOTAL DOT	99,387	99,887	99,753	101,909	141,254

TOTAL WORKFORCE* BY ADMINISTRATION

By Appointment Type and Work Tour

Snapshot - End of Fiscal Year 2002

By Appointment Type

CATEGORY		OST	USCG	FAA	FHWA	FMCSA	FRA	SLSDC	FTA	NHTSA	RSPA	OIG	MARAD	STB	BTS	TASC	TSA	Total DOT
Permanent	#	526	5,960	54,581	2,885	986	746	151	512	666	931	465	822	129	121	254	31,301	101,036
Civilian	%	79.9	92.5	98.6	97.2	98.9	98.0	95.0	97.3	96.5	93.5	95.9	92.5	91.5	95.3	93.0	98.8	98.0
Temporary	#	132	482	750	83	11	15	8	14	24	65	20	67	12	6	19	374	2,082
Civilian	%	20.1	7.5	1.4	2.8	1.1	2.0	5.0	2.7	3.5	6.5	4.1	7.5	8.5	4.7	7.0	1.2	2.0
Total	#	658	6,442	55,331	2,968	997	761	159	526	690	996	485	889	141	127	273	31,675	103,118
Civilian	%	0.6	6.2	53.7	2.9	1.0	0.7	0.2	0.5	0.7	1.0	0.5	0.9	0.1	0.1	0.3	30.7	100.0

Military	#	38,136																38,136
DOT Total	#	658	44,578	55,331	2,968	997	761	159	526	690	996	485	889	141	127	273	31,675	141,254
Employment	%	0.5	31.6	39.2	2.1	0.7	0.5	0.1	0.4	0.5	0.7	0.3	0.6	0.1	0.1	0.2		100

Civilian--By Work Tour

CATEGORY		OST	USCG	FAA	FHWA	FMCSA	FRA	SLSDC	FTA	NHTSA	RSPA	OIG	MARAD	STB	BTS	TASC	TSA	Total DOT
Full-Time	#	633	6,290	54,740	2,899	986	756	157	521	670	908	472	882	134	124	266	31,647	102,085
Schedule	%	96.2	97.6	98.9	97.7	98.9	99.3	98.7	99.0	97.1	91.2	97.3	99.2	95.0	97.6	97.4	99.9	99.0
Part-Time	#	19	118	584	67	11	5	2	4	20	75	7	7	7	2	7	3	938
Schedule	%	2.9	1.8	1.1	2.3	1.1	0.7	1.3	0.8	2.9	7.5	1.4	0.8	5.0	1.6	2.6	0.0	0.9
Intermittent	#	6	33	7	2	0	0	0	1	0	12	6	0	0	1	0	25	93
	%	0.9	0.5	0.0	0.1	0.0	0.0	0.0	0.2	0.0	1.2	1.2	0.0	0.0	0.8	0.0	0.1	0.1
Job Sharer	#	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	2
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TOTAL DOT	#	658	6,442	55,331	2,968	997	761	159	526	690	996	485	889	141	127	273	31,675	103,118
	%	0.6	6.2	53.7	2.9	1.0	0.7	0.2	0.5	0.7	1.0	0.5	0.9	0.1	0.1	0.3	30.7	100

*Most charts include only permanent civilians; this chart also includes temporaries and military

TOTAL CIVILIAN EMPLOYMENT*

By Employment Group

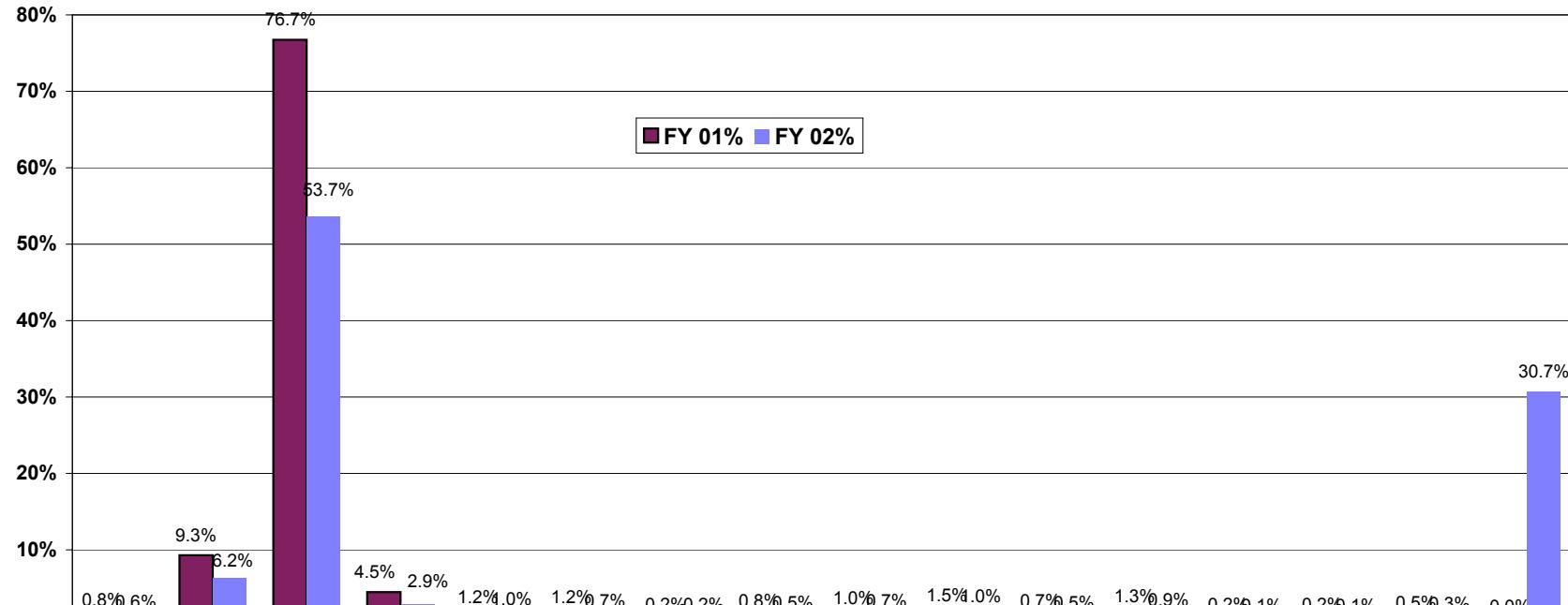
Snapshot - End of Fiscal Year 2002

Operating Admin		Females	Minorities	Disabled	Veterans	DOT Total Employment
OST	#	357	272	38	73	658
	%	54.3	41.3	5.8	11.1	0.6
USCG	#	2,468	1,670	468	2,321	6,442
	%	38.3	25.9	7.3	36.0	6.2
FAA	#	12,879	11,148	2,340	18,732	55,331
	%	23.3	20.1	4.2	33.9	53.7
FHWA	#	1,065	738	191	366	2,968
	%	35.9	24.9	6.4	12.3	2.9
FMCSA		356	432	69	247	997
		35.7	43.3	6.9	24.8	1.0
FRA	#	207	141	68	278	761
	%	27.2	18.5	8.9	36.5	0.7
SLSDC	#	40	9	8	79	159
	%	25.2	5.7	5.0	49.7	0.2
FTA	#	302	282	40	61	526
	%	57.4	53.6	7.6	11.6	0.5
NHTSA	#	322	291	35	73	690
	%	46.7	42.2	5.1	10.6	0.7
RSPA	#	378	224	58	158	996
	%	38.0	22.5	5.8	15.9	1.0
OIG	#	196	152	27	87	485
	%	40.4	31.3	5.6	17.9	0.5
MARAD	#	271	272	49	263	889
	%	30.5	30.6	5.5	29.6	0.9
STB	#	60	37	5	26	141
	%	42.6	26.2	3.5	18.4	0.1
BTS	#	64	43	6	7	127
	%	50.4	33.9	4.7	5.5	0.1
TASC	#	157	150	23	43	273
	%	57.5	54.9	8.4	15.8	0.3
TSA	#	10,207	10,930	1,837	3,857	31,675
	%	32.2	34.5	5.8	12.2	30.7
DOT	#	29,329	26,791	5,262	26,671	103,118
	%	28.4	26.0	5.1	25.9	100.0

*Most charts include only permanent employees; this chart also includes temporary employees.

Total Civilian Employment by Administration

As a Percent of DOT
FY 01 and FY 02



	OST	USCG	FAA	FHWA	FMCSA	FRA	SLSDC	FTA	NHTSA	RSPA	OIG	MARAD	STB	BTS	TASC	TSA	DOT
Total Civilian Employees																	
FY 02	658	6,442	55,331	2,968	997	761	159	526	690	996	485	889	141	127	273	31,675	103,118
FY 01	539	6,121	50,491	2,934	787	776	152	500	660	964	455	869	142	104	309	65,803	
FY 00	565	6,040	48,942	2,800	681	737	158	507	635	929	446	884	140	63	274	63,801	
FY 99	544	5,935	49,668	3,426		731	148	515	611	908	450	928	140	47	302	64,353	
FY 98	563	5,858	50,382	3,557		704	158	488	612	901	448	934	129	44	284	65,062	

PART VI

Military Demographics of United States Coast Guard

Part VI pertains to the military personnel of the United States Coast Guard.

Commissioned Officers represent 15.2% of the military workforce and 78.1% are enlisted personnel.

Coast Guard's military force increased for the third year in a row.

